Engaging people

Definition

Engages people through a compelling vision and inspiring purpose-led goals.

Motivates people by creating a positive and safe environment, showing recognition, trust, and care.

Enables a climate of equal treatment and inclusion, where diverse thoughts and ideas are welcome and integrated.

#Motivating #Trust #Psycologicalsafety #Diversity #Inclusion

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
"I lead my people based on my gut feelings and experience, I do not need to ask what they want or need, I know exactly what that is."	"I engage my team by continuously asking them questions, thoughts and opinions and encourage an environment where people feel safe to challenge the status quo."
"People are grown-ups, they do not need to be praised and recognized for the work they do, that's part of their responsibilities."	"I recognize all the work my team does and show them appreciation and praise, while explaining their contribution to the bigger picture."
"It's not easy to trust people if I cannot see them working in the office, some are hardworking, others, I am not sure".	"I build trust-based relationships with my team by giving them purpose, autonomy and leeway for decision-making".

Engaging people

Behavior anchors

1. Emerging

- Engages people through sharing the company vision in a way that is meaningful to their role.

- Effectively drives individual performance by exploring what motivates each team member, seeking inclusion in all ways of working.

- Involves others by soliciting their opinions and insights and listening to them.

- Shows appreciation for employees by recognising them for their contributions.

- Dedicates time building relationships with their team/others and takes an interest in their general well-being, their issues and needs.

2. Evolving

- Shares what success looks like for the individual, the team, and the organizational performance.

- Builds strong relationships with the team by asking how they are thinking and feeling and demonstrating empathy.

- Establishes and aligns challenging, yet realistic, performance goals that tap into people's interests and motives.

- Enables a safe work environment that encourages people to express their opinions, stimulates constructive discussions and exchange of ideas.

3. Influencing

- Leads by demonstrating the behaviors and values of the organization in all work contributions.

- Leads under the assumption that everyone wants the opportunity to achieve their best.

- Enables a safe environment in which others can contribute to be their best.

- Empowers and trusts others to pursue common goals and take on challenges, inviting them to work out problems themselves rather than giving them the answers.

- Shares the strategic direction and critical business updates with others and reinforces the role everyone plays in achieving success; is accountable for engaging with others at all levels within own organization and across organizations to drive success.

4. Transforming

- Inspires others through a compelling vision and inspiring purpose-led goals, in order to engage their commitment to action.

- Thrives at work acting as a role model and seeing employee engagement as an enabler to influence our business positively.

- Models trust within the organization through open and honest communication.

- Instills confidence in others by recognizing their strengths and skills and encourage autonomy and independent decision making.

- Fosters a positive and safe environment, showing recognition, trust and care.

Engaging people

How it helps

Me

Building trust with my team will create a safe environment where people can speak up and are motivated to share diverse thoughts and ideas.

My Team

Showing appreciation for my team and recognising their contributions collectively and individually increases employee morale and creates a cohesive work environment where everyone feels valued.

Konica Minolta

Inspiring a culture of engagement has a great impact on performance and customer engagement and experience.