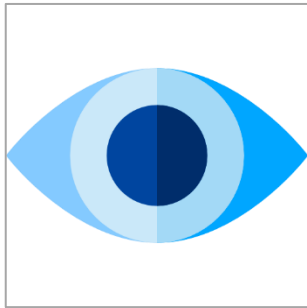


How Does Taking Ownership/Responsibilities Influence Individuals and Organization

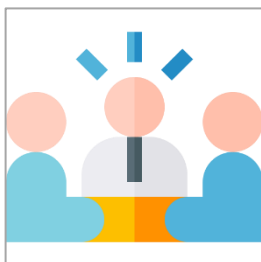


Share Your Vision

Help employees feel part of something bigger than themselves. Communicate your mission and vision to them early and often and ask for their consistent input so that they see what you see and are committed to working toward that result.

Explain the why

Don't just tell someone what to do without making absolutely certain, they also understand why that task needs to be completed and why you've selected that individual for the job. Give the job context in the bigger picture of your operation.



Delegate Authority Not Just Work

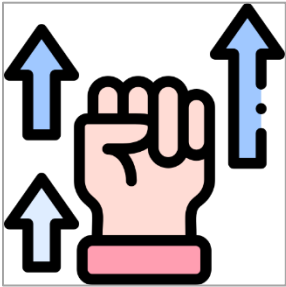
Give employees a leadership role in some of the meetings they attend. Leadership skills develop over time, and they require practice.

Trust Them Before You Have To

Eventually, you'll have to trust them, but sometimes it's worth the risk to trust them before that point to make a decision or step into a role that pushed them to the limit. Your trust in them will give them confidence, and that confidence is crucial to their personal development.



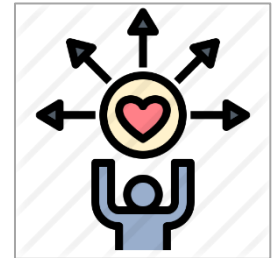
Encourage Them to Solve Their Own Problems.



Listen to their problems but don't bark out the answer. Instead, ask probing questions that will lead them to determine the right answer. When they get it, compliment them and tell them they don't need to ask you about similar situations; that you have faith in them to figure it out. Don't abandon them but prove that you trust their judgment.

Hold Them Accountable

Remember that employer trust and employee autonomy is a two-way street. Holding employees accountable for their work and for meeting established goals and deadlines motivates them to achieve better results. Don't let them off the hook. Demand their best effort.



How does taking ownership/responsibilities influence individuals and organization

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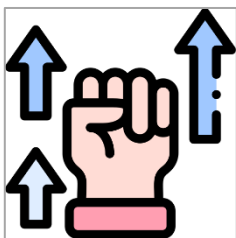


Provide Constructive Feedback.

Regardless of the results, let them know how they're doing, and give them the coaching they need to improve. Although they might not always ask for it, they want and need your feedback to further develop their knowledge and skills.

Acknowledge Them on the Spot for Stepping Up

A few seconds of genuine one-on-one acknowledgement and recognition can go a long way toward reinforcing an employee's willingness to step up and stand tall. Show you appreciate their above-and-beyond commitment with a reward that matches the result. Often times, the best reward is additional trust and an added level of responsibility.

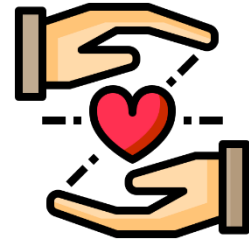


Strengthening

It strengthens the employee-employer relationship and also instills a sense of mutual trust and confidence within the workplace

Build relationship

Taking ownership/responsibilities will help to build relationships within functions, departments in the organizational hierarchy.



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