



It takes energy from all staff to grow a successful company. As a high-level manager/executive it important that you use the energy for your company to propel you forward. Here are 3 ways to gain momentum gaining energy or 3 ways to drain or waste energy from your system

Three energy gains

- Share a common purpose with most of your employees – It is much easier to keep staff motivated when they share similar pride in their work. Keeping staff engaged in a meaningful way increases quality of products and shared joy when products are successful. Motivated staff learn at a faster rate and more become better managers which helps your company grow faster. The better the employees can articulate a goal, the easier the company can move in achieving those goals.
- Employees have a positive view of HR – HR should be a beacon of light for employees that want to communicate safely to Executives. When HR is trusted, employees will more honestly address their concerns and it creates an upward flow of communication which sparks innovation and creativity. Employees must believe HR department as their interest in mind and wants them to succeed
- Positive feeling employees have them they leave your company – Former employees are your biggest brand ambassadors for your company. When they leave feeling respected it can open the door for new clients and in some cases a return of quality staff. Motivated staff become free advertising and verbal missionaries of company and a great indicator that the company is growing in right direction

Three energy drains

- Not finding the right employees or not training them adequately and continually – Simply put, employees are your greatest Return of Investment (ROI). They work hard for the company, help the company grow, and make the workplace great or terrorizing. When there is not a sufficient way to find and grow your employees, it creates an untrustworthy atmosphere where people only look out for themselves. A toxic atmosphere creates an “US vs Them” mentality and your company then becomes a battleground for bitterness.
- Consistent protocol inefficiency and bottleneck of decision making – When people feel powerless in any environment, they will do the minimal work possible to get by. Too many times a few managers have too much control and veto power and it discourages staff to present ideas or to help smooth out the company process. Talented staff leave when they are no longer being challenged or their voice is no longer heard
- Failure to invest in staff wellness and reduce burnout – There are lots of pressures facing all staff outside the workplace and that can be exacerbated when the workplace environment is also stressful and chaotic. The less energy the company has, the more it drains from the people at the top which burns out the executives and all those below them. Constant turnover burns out staff quickly and more people continue to leave as they feel the company will never improve.

We at Balance Coaching and Consulting help companies find energy drains from their employee life cycle and give an game plan on growing in a positive direction. Use the calendly link to setup an introductory call to learn more about our programs and how we best help companies grow by turning a passive HR system to a more dynamic one.

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