

Slp 3 obt -groups and teams

Business



Groups and Teams In any company or organization, the employees play an important role in increasing productivity. Employees play a major role in ensuring an organization achieves its set objectives. Employees should be motivated to ensure that they work hard towards achieving the set goals of an organization. There are several aspects and ways of motivating an employee to maximize productivity. This paper seeks to establish how encouraging creativity and decision making are important aspects of motivating employees. Creativity creates room for diversity and individuals are able to express their ideas. This usually motivates employees as their ideas are integrated or form a basis of operation in an organization. Allowing employees to make or contribute key decisions is another motivating factor. By making decisions employees feel appreciated and valued (Frey 12). Some leaders usually bear the burden of making key decisions alone. They forget that teamwork is key in any successful management. Some leaders cite that it is hard to make a team work together, and that inclusive decision making takes a lot of time. This is a fluke excuse. Teamwork brings to the table diverse ideas that can be integrated and used to further development strategies. Teams possess innate creativity that should be leveraged. Making employees work as a team brings out creative solutions to cumbersome problems. When employees work together, they learn new art and skills from each other. This brings out the best from individuals making them a better team. By working together and exchanging ideas, employees get motivated by learning diverse ideas that make them become better individuals at work (Frey 15-17).

The employer should clearly define the vision and mission of the organization to the employees. Once the objectives get set, it becomes easy for

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employees to keep focus in achieving the set goals. Having a focus drives creativity and acts as a motivation to the employee because the employees work towards known target. Expectations and aims of the organization should be realistic and not far-fetched. The management or leaders should set standards and achievable expectations to the employees. Displaying trust and belief in the employees plays an important role in motivating them. After setting out clear objectives and goals, it is necessary to make the employees know that their capabilities get recognized. The recognition and belief of the employees capabilities gives them morale and inspiration to perform best. Leaders in an organization should encourage new ideas from employees. This creates a platform for creativity and innovation. Dismissing ideas from employees makes them feel dejected and unappreciated. This quashes generation of ideas and creativity from the employees. However lending an ear to employees and executing their ideas encourages creativity and motivates them to give their best. Encouraging ideas from employees has made companies like Coca-Cola, Samsung, Apple and others go a long way.

Enabling an environment that encourages collaboration is yet another way of encouraging creativity from employees. Collaboration when there is mutually trust among employees, and between the employer and employees.

Collaboration strengthens the organizations and builds a formidable unit in the organization. Collaboration leads to creativity and is a motivation to the employees. Collaboration in companies like DT-Dobie, BMW, Toyota just to mention a few gives positive results to the companies as employees get motivated (Ghuman and Aswathappa 20-23).

The employer should also encourage risk taking. Risk taking allows

employees to conquer their fears, learn new ideas and failures. Through risk taking, the employees learn challenges and how to overcome them. Risk taking also creates a platform for creativity and yearning to explore more. Microsoft Company has taken many risks by creating new software and coming up with new versions of existing software and programs. When new ideas from risk taking become a success, the employees get motivated to take further risk that eventually leads to success of the organization (Ghuman and Aswathappa 33-35).

Work Cited

Frey, Bruno S. *Successful Management by Motivation: Balancing Intrinsic and Extrinsic Incentives : with 11 Tables*. Berlin [u. a.: Springer, 2002. Print.

Ghuman, Karminder, and K Aswathappa. *Management: Concept, Practice and Cases*. New Delhi: Tata McGraw Hill, 2010. Print.