



Putting Your People First For A Successful Future

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Not many people know that Steve Jobs was a legendary recruiter. He always believed in quality over quantity. Managing and building a team of “A+” players drove Apple to the pinnacle of the world.

Similarly, super companies like Amazon, Microsoft, Google and Facebook managed to build teams which stood the test of time. Now, they are the subject of case study for millions of aspiring entrepreneurs around the world.

It is important for a team and its new recruits to share the same vision and passion towards a definite goal. A strong binding culture can drive a team better when compared to any other extrinsic incentives.

This leads to better communication and free flow of creative ideas. Long-term goals are far more important than short-term thinking.

Every team must have a resilient and objective leader. Someone who can withstand stressful situations and accept responsibility for bad decisions made as well as sharing the accomplishments after a good decision. No one knows everything; a capable leader is a learning one. A learning leader is an example for everyone. Experience is gained through facing challenges and completing assignments throughout one’s career. Employees should be encouraged to heighten morale even if the journey is filled with various challenges. But major challenges always come with major rewards.

Employee engagement is crucial in improving organisational performance. Leaders are advised to provide an open platform for employees to freely express themselves without fear or failure. They should understand the importance of separating different types of organisational goals from the shackles of indifference and criticism. Instead, positive criticism is most welcomed. Having an optimistic approach works better than criticising your employees. Unfortunately, most organisations are more likely to approach failure negatively, which puts their position and reputation in jeopardy.

Leaders in organisations should focus on building talents holistically. As an employee rises through the ranks in an organisation, more goals are expected of him. Employees who have specific skill sets do impact the overall performance of the organisation. However, the impact gradually decreases after a certain period. It is of utmost importance that leaders develop their talent pool, especially now with the effect of the Fourth Industrial Revolution most obvious. Developing

existing talent does have certain influence over employees' decision to sail on or jump from your ship.

In today's volatile business climate, adapting to change is crucial. In fact, it is pivotal to business success. Employees must accustom themselves to change and ensure quick transition for better crisis management. A high level of trust underpins change initiatives, reducing fear and improving collaboration.

A company is nothing without their employees. Organisational performance is a shared responsibility between leaders and their employees. It is a collective effort, that every employee should think of the organisation as their own.

Excellent management of roles and long-term thinking are the key essence in building a successful company. A company that puts their people first, promotes a sustainable future, drives the company with passion to change, and evolves for the better is destined to nurture great employees and outshine all competitors.



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