

Employee Involvement

Total employee involvement is an organization methodology and set of management principles that encourages individual contributors, team members, and employees to participate much more in the problem solving, decision making and planning processes that affect their organization.

Within total employee involvement, team members are encouraged to learn more about their organization, contribute ideas, feel more engaged, and look for new opportunities that will help the organization be more competitive and effective. Traditionally this type of work and responsibility has resided with only managers and leaders in the organization.

This philosophy engages your workforce to consistently contribute directly to improving their organization. It may contribute to greater overall retention rates, in addition to increased employee motivation to give ideas and help innovate. Employee involvement of any degree results in greater motivation, performance, and sense of responsibility for the long term sustained success of the enterprise.

Team Empowerment

The team is the most crucial part of any organization. It's what makes an organization successful or not. The success of your business depends on how well you can build a strong team that works together to achieve common goals. If you have a good team in place, then it will be easier to accomplish those goals. However, if you don't have one yet, this article will help you get started with building a great team.

The Power of Empowerment:

Empowerment means giving everyone the ability to make decisions and take action. Empowerment helps the team to succeed by giving them the confidence to take risks and make decisions. When they feel empowered, they can take calculated risks and make intelligent decisions. They also feel like they have control over their lives and their future.

What is Team Empowerment?

Team empowerment is when everyone on a team feels like they have an equal say in what happens. This means that no one person has control over decisions that affect the entire team. Everyone is involved in making decisions together.

Qualities of a vital team member:

- Take ownership of project goals
- Be accountable
- Demonstrate confidence

Obstacles to Team Empowerment

The following is a list of obstacles that can prevent team empowerment. It does not include all the possible barriers, but it should give you an idea about what may be preventing your team from being empowered and how to overcome them.

- 1) Lack of Trust: The first obstacle to empowering teams is a lack of trust in each other. This means that people do not believe they will get along with their teammates or that others on the team are trustworthy.
- 2) Fear of Failure: Another barrier to team empowerment is fear of failure. People afraid of failing often avoid taking chances because they don't know if they'll fail. To empower your team, you need to remove these fears so that they're willing to try new things and take risks.
- 3) Poor Communication: A third major obstacle to team empowerment is poor communication between team members. It would help if you communicated clearly and effectively with your team members to understand exactly what's expected of them. Without clear expectations, there won't be much motivation to work hard.
- 4) Unclear Goals: Another big problem with many teams is unclear goals. Teams without specific objectives tend to drift aimlessly through life. To create a powerful team, set clear goals for your team. Make sure that every goal is measurable and attainable.
- 5) Unrealistic Expectations: Another common reason some teams aren't as effective as they could be is unrealistic expectations. Many times, managers expect too much out of their employees.
- 6) Disrespectful Behavior: Last but certainly not least, disrespectful behavior among coworkers can cause severe damage to teamwork.

In summary, here are six ways to improve your team's performance:

- Create a culture where people respect each other.
- Set realistic goals for your team.
- Communicate clearly and consistently.
- Eliminate dis-respectfulness.
- Give credit where credit is due.
- Encourage risk-taking.