

Leadership Coaching: Cultivate Positive Values in The Workplace

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Businesses have to thrive in a hyper competitive market. In the workplace, employees strive to cater to their individual needs, particularly concerns about their job and the product and business in general. These remain to be the main motivators of people's efforts in the workplace. All businesses aim for success, and what would fundamentally make them achieve this goal? Among the many factors, one crucial element of a successful business is their company culture. It has to be a culture inculcated by a business that values every individual within its scope and what every one of them can contribute.

What is the vital role of leadership in business success?

Leadership should use its influence to create a workplace that cultivates positive values and thwart negative values from breeding in the work environment. What are positive values that leaders should promote in the workplace?

6 Important Positive Values In The Workplace

Introducing positive values in the workplace starts with building a strong organizational culture. In return, when these positive values have been instilled, it will make the business stronger.

1. Transparency- openness and honesty about what's going on in the company, including transactions and contracts.
2. Recognition- make employees aware that the company values them. What were their contributions and accomplishments? Rewards should be given accordingly as well.
3. Protection and Welfare- does the company protect employees from harassment and offenses that could undermine them and hamper their performance?
4. Encouragement- ample support and assistance ought to be provided to employees through training and development programs and opportunities.
5. Praise and Reward- reward employees in both big and small ways for their efforts and contributions to the company's success.
6. Community- going beyond an individualistic mindset and instead being others- oriented. Other than meeting one's own needs as an employee, efficient service is also given to the whole team, colleagues, customers and clients.

What is the significance of positive values? Why are they important in the workplace? Positive values should pervade the work environment and the organization as a whole. There is a wide array of constructive values that would benefit workplaces and organizations but the above mentioned 6 are fundamental principles will help boost the organization from the individual level to the team and the leadership as well as the customers.

Organizational core values give an identity to the company and the business. They therefore have to be clarified and communicated well to people within the organization so they can serve their purpose well.

Source: Jodi and Mike specialize in executive coaching with individuals and teams. <http://lighthouse-leadership.com>

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