



## Fostering Employee Commitment

### 1.) Quick Quote to Consider

"Without credible communication, and a lot of it, the hearts and minds of others are never captured." John P. Kotter, Harvard Business School

### 2.) Article Excerpt on Fostering Employee Commitment

In February we shared "Intellectual Capital = Competence X Commitment" by Dave Ulrich from The Sloan Management Review Winter '98 (reprint 3922). In that excerpt we outlined the 5 Tools for Increasing Employee Competence (visit [www.northwoodconsulting.com](http://www.northwoodconsulting.com) and click on The Leading Edge Archive to read). This month we provide the other half of the equation: How to Foster Commitment.

### Fostering Employee Commitment

"One trap in creating intellectual capital is to focus only on competence. Just having more competent employees who are not committed to doing good work is like trying to win a team sport with an all-star team. While the individual players may be talented, they do not perform as a team. Here are 10 Tools for Developing Commitment:

### 10 Tools for Developing Commitment

1. Control: Enable employees to control decisions on how they do their work.
2. Strategy or Vision: Offer employees a vision and direction that commits them to working hard.
3. Challenging Work: Provide employees with stimulating work that develops new skills.
4. Collaboration and Teamwork: Form teams to get work done.
5. Work Culture: Establish an environment of celebration, fun, excitement, and openness.
6. Shared Gains: Compensate employees for work accomplished.
7. Communication: Candidly and frequently share information with employees.
8. Concern for People: Ensure that each individual is treated with dignity and that differences are openly shared.
9. Technology: Give employees the technology to make their work easier.
10. Training and Development: Ensure that employees have the skills to do their work well."

### 3.) Retaining you most talented employees

Northwood Consulting, Ltd. can help you with developing the talents of your star employees. Whether it's improving communication, creative thinking or problem-solving, learning how to manage conflict, or developing leadership abilities! We are committed to making profound differences in people's professional and personal lives through one-on-one or team coaching and customized workshops.