Workplace Relationships: Ways To Improve

There is a multitude of reasons as to why effective workplace relationships are necessary such as it highly improves and teamwork and collaboration between employees and team members, it effectively raises employee morals, co-workers become friends and look forward to spending time with one another while they do their jobs. Effective workplace relationships maintain higher employee retention rates because when employees feel connected to the company whether it be that they share the same vision as the company or leaders, they will be much less likely to leave the company. Lastly: increased employee productivity, all of these elements add up to one common result, satisfied employees who are naturally productive and feeling more confidently connected to their place of employment will want to try harder to keep the company thriving and pushing the boundaries to further succeed the company.

In regard to communication in relation to the achievement of work responsibilities, leaders need to effectively communicate information on how their specific individual role contributes to a connected team in achieving their goals. This can be expanded by expressing to co-workers the big picture by directly explaining to them how what they do contributes to the overarching success of the business. Leaders much ensure processes and strategies are in place to communicate information associated with the achievement of work responsibilities. Directly a strategy is a high-level plan of action designed to achieve a long-term aim, communicative strategies are specifically designed to aid organisations and individuals to effectively accomplish core business goals. Essentially leaders and managers should be able to express themselves clearly and confidently, they must be able to adapt to challenging and testing situations and need to be able to convey information to people openly and in a simplistic way which requires them to ask questions, clarify and confirm the information and effectively listen. Co-workers might request additional information about the topic and leaders will need to comprehend outcomes well enough to provide answers and relevant help. To effectively implement this within your workplace leaders can initiatively construct a rewards system. For example recognition of employees can be vital to higher employee morale and hard work when they know that a reward is in play this can be in the form of a physical trophy as such or incentives. This further motivates employees to strive and do their best for the company.

Consultation can greatly improve workplace relationships by encouraging acceptance and ownership. Employees are able to bring innovation and continuous improvement into the workplace because they will be able to effectively demonstrate a range of ideas, thinking styles and creativity. They will provide innovation skills and perceptions to draw upon. It has been widely demonstrated that groups make better decisions than individuals meaning that this benefit exists because of employees from diverse backgrounds and with such a varied level of experience and knowledge can offer an extensive range of ideas, capability and initiative to provide a balanced perspective. All of this input from employees can institute a wide range of options and ideas specifically in relation to problem-solving. Employees are more likely to implement new or amended procedures, solutions, programs and changes where consultation occurs. Consultation is most effective when it is carried out early in the decision-making process and provides employees and their representatives with a real opportunity to provide their views and opinions on the proposed decision. The three different leadership types will depict the degree of consultation. Whilst is might possibly take longer to gather input from employees than

to make individual decisions good leaders can facilitate effective and inclusive consultation processes which over time, and with practice can become streamlines and extremely efficient. There are a range of formal and informal processes leaders which are consultative committees/ working parties, focus groups, all employee surveys/feedback and meetings can use to consult with employees, for example, this can be through a group meeting or individual enquiry. Leaders should aim to use the process which best suits the purpose of the consultative process.

The resolution of issues raised by workers, recognizing and responding appropriately to issues or problems is a key responsibility of a leader. In your workplace problem solving needs to and should be proactive and not reactive. Problems should be identified and resolved before they become complex and very difficult to solve. The resolving of issues can include but not limited to raising concerns with higher management, sourcing external assistance or resources and facilitating a problem-solving/resolution within a team of employees. Within your workplace environment processes need to be implemented so that workers are aware of how they can raise and address issues. Formal processes can be developed and documented as procedures, policies, checklists etc. Problem-solving processes are individual or collaborative processes used to analyse problems and make good decisions based on that analysis, these generally involve working through a number of steps to reach a solution. After identifying the issue promptly next you need to determine what the desired solution is and analysing the cap between the current and desired situation isolates the causes of the problem. Next in the problem-solving process is gathering all the data which can be analysed. To make the most effective decision, generate as many as possible alternative solutions. Involve others in the process in particularly those who are likely to be affected be either the problem or solution. Next is to analyse alternatives and make a choice. Which alternative or combination of alternatives will best address the issue at hand. Monitoring and evaluation, the aim is to determine that the solution is closing the identified gap. Despite their best efforts, there will be certain time when leaders will be unable to address the concerns or solve the problem raised by workers. This will then be taken to a higher level of management; unresolved issues are not directly a bad thing it simply means that something is outside of the workers' and leaders’ direct control and they need another party to help the address the concern.

The cultural diversity and ethics of workers, in simple terms diversity and culture is about realising that not all people are the same. It is about knowing that different people have diverse values, demonstrate unique behaviours and fundamentally different approaches to life. Ethics are the moral principles that drive an individual’s behaviour. People have personal ethics in many areas of their lives, such as ethics for family relationships or romantic relationships. Workplace ethics are, by definition, the moral principles that guide a person's actions in the workplace. In the workplace, ethics are the moral guidelines that an organization as a whole, and the individuals who comprise it, follow to comply with state and federal laws. Ethics also are the basis of a cohesive, supportive company culture and an important way for a company to build a strong relationship with its customers. Examples of ethics are Trustworthiness, integrity, fairness, responsibility, accountability, caring, respect, citizenship and loyalty. Firstly, for employees from diverse cultural and linguistic backgrounds to function effectively leaders need to directly establish and implement policies that ensure cultural diversity is accepted and that workers interact effectively and appropriately. All workers need to be diversely and culturally aware because awareness and knowledge is the first step to understanding. Organisations have legal responsibilities and obligations under equal opportunities and anti-discrimination laws to make reasonable and adequate allowances for diverse groups. Managers can implement the equal opportunities plans and they should refer to workplace diversity plans. Seven actions that

could help address this issue is to number one, educate all your workers about discrimination, respond to any evidence or complaints of inappropriate behaviour, deal with any complaints of discrimination promptly and confidentially, train supervisors and managers on how to respond to discrimination in the workplace, encourage employees to respect each other differences, make sure that the workplace policy is properly implemented, review the policy regularly to ensure that its effectiveness is upheld.

Ethical codes of conduct within a workspace, a code of conduct sets out the values, conducts and behavioural expectations which employees are expected to uphold in their day-to-day work. A written code of conduct clearly outlines organisations position on important issues, these are necessary because each employee has their own set of values or ethics shaped by their own background and personal life experience. For there to be consistency within an organisation and for standards to be maintained, a code of conduct can be created to establish a set of professional ethics.