



How to Create a Winning Culture of Engagement The Pay Paradox & Ways to Inspire Team Members

2. Prepare the Path Forward

Part of what inspired us as kids in school, athletics, art, music, or whatever our chosen endeavor, was the drive to get to “the next level.”

For example, in a sport like gymnastics, you have Levels 1-10 to chase: State Championships, College Titles, and maybe even the World Championships or the Olympics. The drive to get to the next level is inspiring; it proves to us and the world we’re making progress, and it’s a genuine source of pride when we achieve that next milestone.



In order to engage our employees, we can create a similar path forward, with different levels and skills to be achieved, big milestones to celebrate, and lots of recognition along the way. If we build it, they will rise to achieve it.



3. Create a Culture of Coaching

Most of us will recall someone special in our lives who believed in us growing up, someone who saw our latent skills and talents, and who helped us achieve success to the best of our abilities.

In the corporate world, leaders are often reticent to play coach and mentor, believing that, as adults, we don’t really need that kind of inspiration. But we do.

Inside every adult is a kid who wants and needs to be recognized, believed in, and inspired to reach our full potential. And just as much as we want a mentor, we also want to share the knowledge we acquire in a leadership role.

Can you imagine what a wonderful world it would be if each person in your organization took someone under their wing and helped them fly? When you create a culture of coaching, in which each employee is inspired to teach, you will not only have more engagement but a truly world-class team of people who will cross the most challenging finish lines not only WITH each, other but FOR each other.



World Class Teams
"adventures in teambuilding"