

EMPLOYEE – ASSET OF AN EMPLOYER

Majority of the modern organizations consider their employees as their greatest assets. Organizations are shifting their focus towards workforce to get a quantum leap in the efficiency. At the same time, employees are eager to grow up the hierarchy in an organization. So, what is the magic mantra behind becoming an asset of an organization? This article provides a new perspective by re-examining different types of professionals and points out the areas where an employee should work to become a great leader in an organization.

Most people are concerned on why the organization is not pursuing their growth. They are concerned about every aspect in the organization, the processes followed, their manager, co-workers etc. At the same time, they are a demanding crowd and will not be satisfied by a non-competitive remunerations from their employer. They have time only to address their own issues and they consider their growth as the responsibility of organization.

Employees should come out of this mindset and identify areas to improve on to become an organization asset. The below classification provides a different perspective on how to become that great organization leader.

Employees can be divided into four levels from worst to the best.

Slacker

This group of employees need constant follow-up for completing their assigned tasks. An Organization cannot expect any novelty from this group. It is better to assign repetitive task to them, as they are not very dependable or accountable. They always fail to accomplish their assigned tasks. They may provide bad surprises to their supervisor and they need constant tracking. Companies consider them as morose workers and may sack them in course of time.

Mediocre

This type of employees accomplishes their day to day activities or they report problem promptly. They can accomplish the assigned activities working with the team. They can do some type of activities which comes in their interest. Organization can keep such group of people if the work is motivating to him. It is the responsibility of the Organization to find appropriate work for those people. They are asset to a project if that project has the work that matches their skills or passion, otherwise they are same as a slacker.

Team Player

They are people who take any kind of work which is needed to execute the project successfully. They are efficient in completing the work assigned to them. Employer can position them in any role and environment. They will focus on and find the solution for the issues. Any Organization would love to have this type of employees.

Organization Asset – Upcoming Leader of the Organization

There is the elite group in the Organization. Their focus is also on the total work of the project and not pointed only on their individual tasks. They will be constantly thinking of streamlining the project/organization. They always think above their required wisdom. They will align on that environment and they will color the best color around them. They find novelties and they should start growing as a leader in any group. No one can put those people down and they have full control on their emotions. They are true champions in any organization.

Organization Leadership in a nutshell

Most of the people try to fall under the category of Mediocre or Team Player. Those people work hard and still they may not move up the hierarchy. We have seen very good business analyst doing the same job for 20 years. Though they are doing the best in their jobs, employers are not ready to give them challenging responsibilities.

Below are the important aspects to be considered if an employee wanted to go up the hierarchy of an organizational structure.

Identify a Godfather

It is very important to identify a Godfather in your profession. Most people will not do that or they will search the entire life for a Godfather. This is a debatable topic, but from what we have seen is that a gold fish remains a gold fish for the rest of life. God father should be the person whom you think can guide - and help to grow up the hierarchy.

Increase your wisdom

An employee starts moving the organizational ladder when they have the wisdom to take that responsibility. A finance manager thinks only about the financial areas in the organization. When that person understands what need to be done to execute the company, they are a candidate for becoming a CEO. Wisdom can be increased by reading, guidance from your Godfather, having proper focus on your long term goal etc.

Align your goals

Every employee should have a long term goal. What is a long term goal? Long term goal is what you see you're self after 20 years. Identify your goal and align with the organization you are working. If you can't align with the company, find the organization which you can align the goals. This is the primary aspect before you stick with an employer. It will not add much value for a sculpture to work as a Carpenter. If a sculpture is interested in the job, they can set a long term goal of building or designing the best monument in the world. Don't focus too much on your short term goals which in turn deviate from the long term goal

Be good to you boss

A usual complains that we hear is about the supervisor is that, they are not good in their work. I am better than him and then why should I report to him. They are not leading me in the right path and they are spoiling my career.

The most important thing we need to understand is that we and only we are responsible for our growth. Identify areas where your boss is struggling and fill that deficiency with your inputs rather than doing a research on what are his limitations. You need to make your boss look good and then only you will look good to others.

Control you emotions

Life may not be always fair to you. You may need to face controversies and allegation. You should have a character to face that courageously. People may point their finger on you for your mistakes. You should build a character to correct that than defend your mistakes. The greatness

of an employee depends upon how he or she can handle pressure situation and not on how they overcome the unproblematic situation.

Focus on your goal

Lots of people start out with big goals. They are sidelined on a lot of other activities which in turn lose track of the goal completely. It is important to have your activities aligned to your goal. Align your habits and hobbies to your goal so that whatever you do will add to your goal.

Prepare for all events

This behavior is a combination of hard work and focus. Always be prepared to talk about anything that comes under your vicinity. Great leaders think about the kinds of situations they have to encounter. Prepare to give speeches, prepare to talk with your client's managers and even colleagues. Your words reflect your personality.

Above points mentioned are very easy to follow and with the right focus and attitude, you can be a champion in your organization.