

LEADER'S DIGEST



*“If you are going into territories unknown as a leader, you know that **you cannot do it alone**. You will need other people’s intellect, experience and their relationships in order to successfully prosecute any endeavour.”*

Carla Harris

FIXING EMPLOYEE ENGAGEMENT

The idea of the month focuses on **employee engagement**. According to Patrick Lencioni, a bestselling author and leadership pioneer, there are 3 different sources of employee disengagement, but there are simple remedies for leaders to fix the situation:

- **Anonymity**- All human beings feel the need to be understood and appreciated by someone in a position of authority.
 - Remedy: Get to know your people; see and hear them for who they are.
- **Irrelevance**- Every person needs to know their work contributes to someone or something in order to find lasting fulfillment.
 - Remedy: Remind your employees why their work matters. Make sure the relevance and meaning of what they do is clear to them.
- **Immeasurement**- Every employee needs a way of assessing their progress and level of contribution without having to wait for their boss to tell them.
 - Remedy: Work out tangible means of assessing the successes or failures for your people.

READ THE ARTICLE

THE ART OF HAVING DIFFICULT CONVERSATIONS

“Because we all have experience with conversations that we try and don’t go well, it feels very risky to even attempt to have the conversation. What we don’t pay attention to is the fact that us choosing to avoid the conversation also has risks and costs. It means that problems continue to fester and things actually don’t get addressed.”

Sheila Heen, a Harvard lecturer and a business coach, discusses the topics of difficult conversations and feedback in this [interview](#) with Maddy Savage.



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