



THE COMPLETE GUIDE

HOW TO KEEP EMPLOYEES MOTIVATED IN A FAST GROWING COMPANY

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1 Stop Micromanaging



Even though people often tell you that you look like Superman, there's no way you can be an employee the same time you are the Manager



Provide direction and give assistance as and when required. Give your employees freedom and let them do things their way.



Micromanagement will make your employees too much dependent on you for direction and therefore less likely to learn and think for themselves.

More info



[5-ways-to-stop-micromanaging](#)

[How to Stop Micromanaging Right Now](#)

2

Give ownership

Problem

Over time workers can develop what's called tunnel vision. They start thinking only about their own duties and deadlines. Rather than working for the company goals they work toward meeting the minimum requirements.

How to deal with it

You've got to get employees to feel that they own the place, not just work there. One of the principles of fast growing teams is to organize people around a whole service or product. In other words, make sure company personnel feel responsible for what the customer is buying.

Best practices

1. Have each member of the team to know what other team members are doing
2. In case the roles are not too specific, have people rotating responsibilities
3. Make sure they feel what they are doing as theirs so that they don't want to be associated with poor quality outcomes

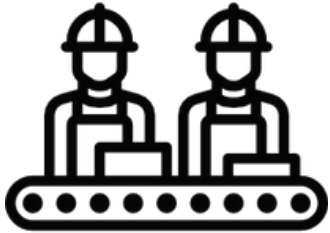
More info



Motivating Employees Has Everything To Do With Giving Them
Feelings Of Ownership

3

Push employees out of the comfort zone



Few employees want to do one specific task over and over again.



The real key to helping employees to step out of their comfort zones is underpinned in leadership.



Being able to identify barriers and understanding what motivates the individuals is essential



It starts with you. Step out of your comfort zone and describe the process to your staff as well as the reasons why. Your behaviour will soon resonate.

More info

5 Ways to Lead Your Team Members Outside Their Comfort Zone at Work

4

Share information constantly

When you are growing fast, assumptions and goals change in the same pace. As a business leader you have a clearer perspective on the bigger picture than your employees do.

Spreading the intel gets everyone on the same layer as you are and at the same time strengthens the feeling among workers that they are an important part of the organization

HOW?

- Standup meetings
- Daily wrap-up emails
- Project management tools
- Open documents
- Instant messaging



More info



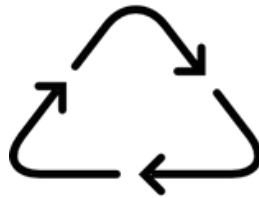
Why Business Transparency is Key for Employee Engagement
Leaders Need to Be More Transparent With Employees

5

Create an environment focused on the top performers

These are the one's who will push your company growth, make sure you clear their way

The best way to motivate your most talented employees is to keep silly stuff out of their way.



Low performers will either feel they can't keep the pace and resign or work harder to improve results

Get to know what are the roadblocks they're hitting and make sure you clear them so that they have no barriers to get the most important work done.

More info

The Expectation of Excellence: Creating a High-Performance Culture



6

Use an easy employee recognition tool

Recent studies indicate that most employees feel recognition more fulfilling than any money rewards or gifts

Boston Consulting Group

Start recognizing employees

Create your team free here

Tap my back tackles most of these challenges. It is a tool designed to facilitate both upwards and downwards recognition in a fun and frictionless way. Either for remote or local teams, recognition may be sent as public to the whole company or privately to one specific worker.

Even though the value provided by constant feedback and recognition is commonly accepted as highly impactful in any company culture, some contexts may create challenges for it to be effectively applied.

More info

Reward and Recognition: What's Really Driving Employee Engagement and Career Advancement

Fire underperformers

Even though it may seem a paradox in terms of team motivation, firing underperformers actually works well on motivating your best employees.

When other employees see these individuals getting away with underperformance, then they start to underperform. Therefore, firing—as long as you explain to your team why people were fired—can actually motivate your employees.



**Underperformers can kill organizations.
They can become cancers.**

More info



[Why You Need to Suck It Up and Fire Underperformers](#)
[The right way to fire underperformers](#)

Encourage Innovation and Creativity

Managers must realize that the vast majority of innovations come from the people who are manufacturing your products or designing your services, who are interacting with customers.



Fostering creativity will not only bolster employee motivation within the organization but also help in creating a more flexible working environment as it creates an openness to change.

Disruption either in terms of products, markets or processes is the common ground of every growing company.

More info



[6 Ways to Unleash Creativity in the Workplace](#)

[How to encourage employees innovation](#)

Invest in Staff learning opportunities



People who get the chance to grow their skills and expertise take more pride in their jobs, you should encourage employees in your organization to gain new skills.



However, providing trainings and learning programs is not enough. You must ensure that employees are able to apply the knowledge gained to accomplish their work and further benefit their career utility.



You can do this in many ways, such as providing on-the-job training and other opportunities to teach your employees new skills.

More info



[The importance of staff training](#)

[Ongoing Online Training: 4 Benefits For Your Employees](#)

Don't hire clones

We like better people that are the most similar to ourselves

The last thing any entrepreneur should try is to recruit a bunch of "mini-me's". Rather try surrounding yourself with experts who excel in different areas and bring unique perspectives. It will create a much more exciting environment for everyone on your company.



Following the psychological reasoning stated above, it often happens that new employees dress, sound and think the same way as their CEO

More info



Boosting Team Diversity – and the Success of Your Business
You Can Successfully Seek Employees Who Are Not Just Like You

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Keep in mind...

PEOPLE LEAVE MANAGERS NOT COMPANIES

Further resources:

- Employee engagement data
- Engage for success
- Annual performance reviews VS Continuous Feedback
- Video interview platform

