

Credibility, Respect and Fairness – these dimensions in a Work Place build trust.

This week, the focus will be on Respect.

Most organisations (read your school, your branch) understand that creating a respectful work environment and holding people to account for the maintenance of such an environment is a bottom line requirement. Organisations are able to more effectively gain employee commitment for a task or teamwork on a project when there is an environment of respect.

What does this look like?

It is when an employee can say that he is a valued member of this organisation.

Respect is not about him getting his own way all the time, but it is always having his ideas and needs affirmed. Even when he does not get what he wants, at least he has been heard, which fosters a spirit of cooperation and collaboration.

With respect, an employee is empowered to take risks, innovate and create on behalf of the school. He has the ability to make choices and be involved with meaningful work.

With respect, an employee is able to stretch himself, grow and develop in his career, and provide substantive value back to the organisation.

Three areas that affect employee perception of respect

1. Support
 - a. for training and professional development and for resources needed
 - b. by appreciating an employee's extra effort and recognising his accomplishments
2. Collaborating with employees
 - a. Gaining access to employees' ideas
 - b. Developing these ideas
 - c. Ensuring that employees know how their input was used
3. Caring for Employees
 - a. Work environment
 - b. Work-life balance
 - c. Sincere interest
 - d. Special and unique benefits

Leadership imperatives to bring about respect

- create a climate of mutual respect
- get real
- take the employee perspective
- be mindful that people bring their “whole being” to work