



In Search of Stamina

Frequently managers are faced with deciding how to increase workloads for the benefit of the organization while responding quickly if the increase has exceeded the capacity of employees to cope. In situations like these, employees need plenty of stamina to maintain productivity levels. It's the manager's role to give them the strength and support they need.

Break the work into manageable chunks

It's tough to be asked to take on heavy workloads when you can't see the light at the end of the tunnel. Managers can help by taking large projects and breaking them into subsections with definite beginnings and endings or markers. These give employees an opportunity to monitor their performance and make necessary adjustments.

Celebrate each small step

Acknowledging the completion of each step along the way is also essential. Pats on the back and congratulations can do wonders to keep people going. Morale improves as efforts are recognized in even the smallest way. One manager increased output by 20% simply by letting employees know their performance levels at the end of each day.

Examine the big picture

If an employee's inability to handle increased workload is complicated by problems at home, providing support for the employee on a personal level might do the trick. Employee assistance programs, on-site day care, flex-time, and on-site wellness facilities are all attempts by employers to help employees handle conflicting demands.

Provide training

Too often training is cut during busy times. Yet that's the time when training can have the greatest benefits. Training is a chance for employees to regroup and rethink how work is done. It's an investment in them that helps them cope with increased demands.

Get employees involved

No one knows more about the strain employees are feeling than the employees themselves. Take time to acknowledge that people are working hard. Ask for their ideas and insights and act on them. This will boost energy levels & commitment dramatically.

None of us can be certain when or even if we will return to the days of abundance in wealth and workers. But we can be assured that it is times like these that help us to redefine our work and recognize the value of employees who pull together in the lean times--and managers who give them the strength and support to do so.