|  |
| --- |
|  **Practical implications of frontline employee inspiration** 1. Employee satisfaction is a widely used KPI by today’s firms.
* Employee satisfaction is a factor in **motivation**, **retention, and goal achievement** in the place of work and commitment is a factor that include no excess workload, treating employee with respect, provide recognition & rewards, fringe benefits and positive management.
* Here are some of the three most important predictors of overall employee satisfaction remained the same in most sectors: **Culture and values of the company, quality of senior leadership and career opportunities.**
* Employee satisfaction can be viewed as **overall happiness**. It is a surefire way to motivate employees to do more for their organisations. Paying attention to their needs makes employees more productive, they try harder, and are more loyal to their employers.
1. Employee satisfaction vs Employee Inspiration.
* Satisfaction creates **confidence, loyalty**, and ultimately **improved quality** in the output of the employed. Satisfaction, though, is not the simple result of an incentive program.
* Employee effort will lead to performance and performance will lead to rewards. Rewards may be either positive or negative. The more positive the reward the more likely the employee will be **highly motivated**.
* Motivated employees are needed in our rapidly changing workplaces. Motivated employees help organizations survive. Motivated employees are more productive. To be effective, managers need to understand what motivates employees within the context of the roles they perform.
1. Inspirational leadership is important.
* **Leadership** and **motivation** are key factors influencing the success of the organization, as well as employee satisfaction.
* Inspirational leaders are value-driven leading from a deep sense of purpose and responsibility to entice **positive change**. They have a clear understanding of what their values are and don't cave under pressure in situations where they would need to sacrifice their **values** to achieve a result.
* According to Forbes, these are the 7 characteristics of an inspirational leader: **Commitment to values, invested in personal development, Radiate authenticity, Skillful communicators, encourage unity, Approachable and inclusive, Embrace vulnerability and risk**.
 |