



LMI INDIA

Enhancing Profitability by Empowering the workforce

A sharing by

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- 2nd Sept 2016

4 powerful contexts

- Enhancing
- Profitability
- Empowering
- Workforce



LEAD

Leaders exist at all levels

- No longer just the top boss whose job is leadership
- Each one of you, at whatever level, have to lead those who work in your team
- Collectively leading the company to greater success
- And success = results you obtain



Profitability

- What is profit?
- Can be:
 - Financial
 - Social - morale
 - Greater empowerment
 - Strategic, be ready for tomorrow
- What do you think?



Profitability – key levers

- More of (leading to financial gain)
- Less of (preventing financial loss)
- Opportunities not missed
- Morale
- Motivation
- Enthusiasm
- Empowerment
- Future ready



Leadership mindsets

- Key to this is an empowered culture

- Empower

Empower

Empower

- Across levels
- Positive mindsets
- Skilled and enabled
- Authority with Responsibility

From one person
to a 100 persons

What will be the
impact?

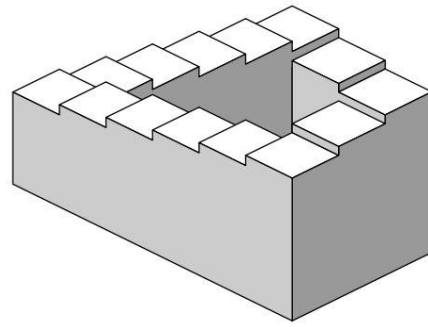
MULTIPLIER EFFECT
Means up to even a
100 X

Workforce

- What do you understand by the word workforce?

Our take is: the entire workforce across levels





How will this happen?

What do we need to do...

Enthusiasm is the way
you trigger other
people's emotions so
they instinctively help
and support you..

Paul Meyer

Empowerment

the process of sharing power with employees

‘harnessing ordinary people to make extraordinary performance’



Empower

/em-pow-er/

def: Give someone the authority or power to do something. Most often used in a work or legal environment

What we will look at now



- What is empowerment
 - Why empower
 - How to empower
- Barriers to empowerment
 - Why it is worth all



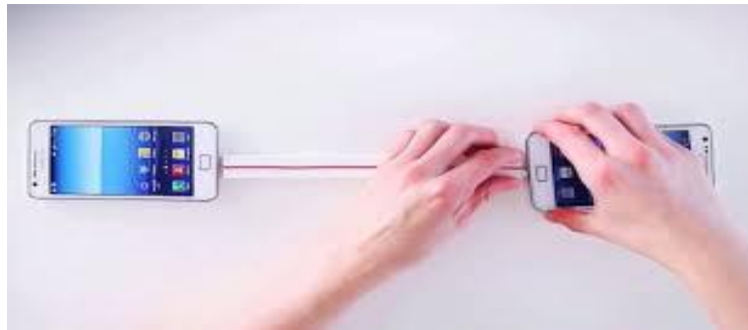
Empowerment involves



- enabling employees
- to set their own work- related goals
- make decisions
- and solve problems
- within their spheres of responsibility and authority

Give Power Away

- “Power is an ‘expandable pie’
“... power is not a zero-sum commodity, requiring that for others to have more, the leader must have less.”



- “You have to give power to gain power.”

The role of leaders is not to get other people to follow them but to empower others to lead.

Bill George

Why empower



- ❖ Increased productivity and profitability
- ❖ Improved employer satisfaction.
- ❖ Improved employee morale.
- ❖ By being shared, organizational power can grow.
- ❖ Employees perform better.
- ❖ Increases trust in the organization.
- ❖ Reduces Turnover rates.
- ❖ Leaders can focus on high payoff activities

How to empower



- ❖ Determining the skill level of the employee
- ❖ Providing for employee training as needed
- ❖ Coaching tasks
 - the employee has some skills but is lacking experience or motivation
- ❖ Supporting tasks
 - where the employee knows what to do but is still lacking confidence in their abilities
- ❖ Delegating tasks
 - where the employee is motivated and fully capable.

It is trust-based relationship between

managers and supervisors

supervisors and workers

management and employees.



In trust –based relationship

there is

no close supervision
no constant direction
no interference



gg57869874 www.gograph.com

Here the empowered employee become
self directed
self controlled



The 'line stop system' adopted by Japanese management shows the effect of an empowered employee



Barriers of Empowerment



1. Incongruent Organization culture

In family run business the mindset of owner/MD will be the final word

2. Incompatible National culture

fascism, communism, dictatorship, ethnic or religious fundamentalism

where there is no freedom of speech.

3. Fear of retribution by subordinates

if employee is under the fear that they would be punished for taking initiative

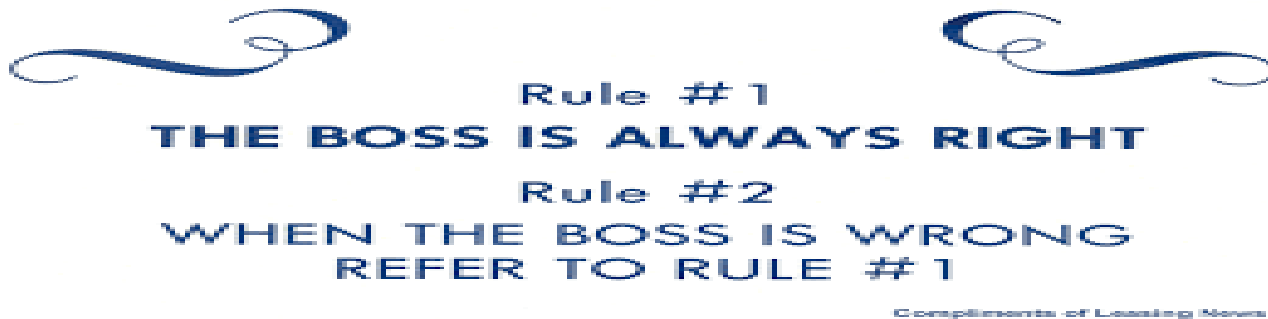
4. Fear of Retribution by superiors

seniors avoid delegation if they are punished for failure



5. Dependency of subordinates

Acting continuously under autocratic leadership weaken the capability to take and act independently.



6. Power hungry superiors

Power hungry superiors will find it difficult to part with authority.



Why it is worth all the effort

..... “ A funny thing happens when you take the time to educate your employees, pay them well, and treat them as equals. You end up with extremely motivated and enthusiastic people.”



Our Story

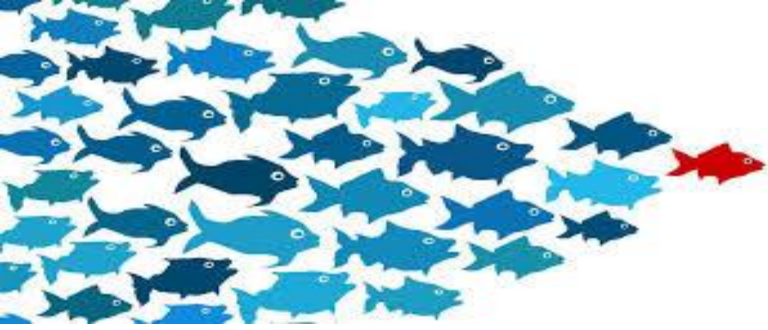


Leadership
Management
International

Leadership Management International

- Is the worlds largest company in TRANSFORMATIONAL leadership
- We are present in over 75 countries and
- Over 2 million people worldwide have done the LMI leadership programs, tens of thousands in India
- Our uniqueness is that we deliver measurable results even during the span of our programs
- 70% of our business comes from reorders





LMI

- We work with Organisations and People and enhance their productivity that increases their Top line or Bottom Line or Both
- Conventional thinking says that Productivity enhancements come from improved processes, technology...
- But all these must pass, one time or the other, through People, this *people* aspect remains an untapped potential for enhancing productivity
- Most efforts tackle the first two effectively
- LMI has the leadership process to enhance people...

Transactional learning

- It delivers Knowledge or glimpses of Skills
- Has limited impact, limited potential
- Because Transactional and is NOT experiential
- Real transformation comes from DOING
- LMI bridges the gap between *knowing* and *doing*
- And today... Knowledge is dime a dozen
- Go to Google and ask Google devta, you got it
- Let me give you an example...



What do people want in a leader?

- Honest
- Forward looking
- Competent role model
- Ability to inspire
- Visionary
- Communication skills
- Confident
- Committed
- Positive attitude
- Intuitive

You have to constantly ask:
Where –am-I and **Where-should-I-be**

Based on research

Top ten qualities

The core focus



What can
Stop
me/us?

The TOTAL LEADER

- **Base band: personal effectiveness, life balance**

Be a role model, get your leadership act together

- **Next band: Personal Leadership**

What you do may not be as important to who you are inside, lead in every area of life

- **Next Band: Motivational leadership**

Motivate, inspire

- **Top band: Strategic leadership**

- *Seek/vision/align*



**LMI
has
programs
for all
these**

Final Message

Enhance leadership skills continuously and
across the board





LEADERSHIP MANAGEMENT INTERNATIONAL
I N C O R P O R A T E D
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Thank you

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