

THE SUNDAY TIMES
EMPLOYMENT TIMES
MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Harness the power of an employee suggestion programme Beyond the Suggestion Box

The pitfalls of an ill-conceived employee suggestion program are multiple, legendary and most frequently - avoidable. A carefully constructed employee suggestion program, that is launched with organizational commitment, clarity and ongoing communication can positively impact your bottom line and your employee motivation and enthusiasm. An ill-conceived, hastily launched, undefined employee suggestion program can turn people off and generate ill will, cynicism and misunderstanding.

Does Your Company Need an Employee Suggestion Program?

Before launching an employee suggestion program, consider your corporate culture. Are you currently receiving fresh and thoughtful ideas? Are employee suggestions already percolating to the surface at staff meetings and in casual conversation? If so, maybe more informal methods for cultivating new ideas are warranted rather than a full-blown employee suggestion program.

Perhaps you can schedule departmental brainstorming sessions or generate ideas about particular topics during portions of your weekly staff meeting. You can set a day a month for a luncheon at which every employee is asked to submit at least one idea. You can ask your managers to bring three employee ideas to each manager's meeting. Creativity serves you well in idea generation.

If not, I'd begin by asking what about your culture is currently stifling ideas? Will these issues continue to exist when you implement an employee suggestion program? If so, your successful employee suggestion program must eliminate or circumvent these road blocks.

I am not traditionally a fan of employee suggestion programs since they are unwieldy, difficult to keep up with, time consuming, can cause more hard feelings than positive outcomes and must be strictly managed.

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Karoke

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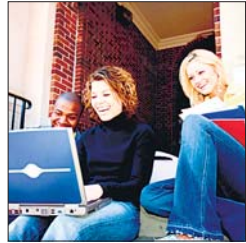
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The Chairman

Buildings Committee
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Email: secbog@zahiracollege.lk



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We are looking for Fit Models who will be available on a freelance (part time) basis to slip into some of the best designer bras and briefs in the world.

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