

Cost to Employers When Leaders/Managers Operate from the Ego

Employee Disengagement a Global Epidemic

A November, 2005 study by global consultants, Towers Perrin found that while many people want to contribute more at work, the behavior of their managers and culture of their organizations are actively discouraging them from doing so.

The study, the largest of its kind, was carried out among more than 85,000 people working for large and midsize companies in 16 countries on four continents.

They found that 55% of US employees are passively looking for new jobs. This means they are not engaged at work and are vulnerable to other offers.

It shows that there is a vast reserve of untapped "employee performance potential" that could drive better financial results if only companies could tap into this reserve.

Health Care Workers Do Not Have Confidence in Senior Management

In their survey of 5,424 employees in U.S. health care, Tower Perrin found most disturbingly for health care institutions, that health care workers do not have confidence in senior management. Only 43% say that senior management is sincerely interested in employee well-being, the number one driver of health care employee engagement. What's more, 37% say that senior management sees them as just another part of the organization to be managed, and 15% say that senior management treats them as if they don't matter. Further, only 40% believe senior management communicates honestly and openly.

The Conference Board

The continuing failure by organizations to manage people as individuals rather than employees is undermining the effectiveness of the American workforce and leading to widespread employee disengagement.

What's more, according to market information group TNS and The Conference Board, managers are not prepared to effectively meet the major challenges presented by the future American workforce while remaining globally competitive.

Layoffs Affect Health of Remaining Workers

More than 2.5 million Americans lost their jobs in 2008. At least 2 million jobs are expected to evaporate in 2009, according to the Conference Board Employment Trends Index. But laid off employees aren't the only ones who suffer. Employees who survive layoffs lose trust and are prone to greater role ambiguity which can result in depression and greater alcohol consumption according to the Institute of Behavioral Science. People who are stressed out and worried do not perform well and are not productive and creative. Ego drama and rivalry occur in environments when fear and insecurity are permeating. Fear may motivate temporarily but actually exhausts and depletes people in the long run.

Loyalty, retention and corporate memory are all affected when the workplace is has the previous issues. It is time for a change and that begins with enlightened leadership stemming from authenticity and honor.