Workplace Strategies for Mental Health

Compliments of Canada Life

Getting employee commitment for leaders

Your job as a leader is to clearly define the required outcomes and support employees to get the job done. Allowing employees to decide how they'll complete their work (rather than what work they will do) empowers them to manage and commit to their own success.

This may feel like giving away your authority, and not the old-school "command and control" leadership. Demonstrating to employees that their knowledge and expertise is respected gives them a greater sense of ownership and autonomy in meeting your goals—all things that are shown to contribute to greater collaboration, innovation and growth.



Manage expectations

Be clear about how you will measure success



Coach approach

Explore options to support success



Reframe

Change the way the situation is described



Recap

Confirm the details and support the plan

Learn more about how to get employee commitment

Getting employee commitment for leaders
clwsmh.com/resources/getting-employee-commitment-for-leaders

Performance management
clwsmh.com/performance

All Workplace Strategies resources are available to anyone at no cost, compliments of Canada Life. To learn more, visit clwsmh.com.

Canada Life and design are trademarks of The Canada Life Assurance Company.