

U
by U U

Submission date: 03-Sep-2020 03:19PM (UTC+0200)

Submission ID: 1378868561

File name: R.Kindling_Optimal_Performance.edited.docx (33.07K)

Word count: 1201

Character count: 6635

Kindling Optimal Performance

2
Student's Name

Institution

Course

Instructor's Name

Date

Kindling Optimal Performance



From the outset, my chosen topic seems easy to most of you, right? Perhaps it even sounds like one of those catchy clauses our ably motivational speakers use every day. While this may appear like a sure answer to your craving to accomplish that one thought that has been darting on your mind, before you place those very feelings into play

once more, there is a damn sight of aspects to consider and learn. Acquaintance with the aspect of Social Intelligence is key for any leader in an attempt to kindle optimal performance. Fully reliance on Social Intelligence consents any leader to express empathy and have their headship directed towards other dispositions. This can only be realized by leaders who understand that their actions equally affect those around them; And ¹Dr. Hallowell asserted, “To bring out the best in people you have to focus on their interaction between what is within a person and what

lies outside” (McKinney, 2011). Thus, a question arises, which approach should a leader take as an innovative technique to capitalize on optimal performance? Certainly, the answer rests in ¹the five steps of Cycle of Excellence which is selecting, connecting, playing, grapple and growing, and shining.

Analyzing the Five Steps of the Cycle of Excellence Selecting the Right Candidate for the Position

In order to envision employing as a subclass of conventional corporate exercise, a recruiter should significantly rely on the

Six-Sigma customer relationship management (CRM). Recruiters are often hindered from attaining the peak effect when they perceive themselves to be in an isolation bubble (Bacal, 2017). The entire organization is impacted by their actions and they ought to envision the personnel subsequent voyage along employment world. Safeguarding that outstanding performers as well as novel hires are channeled in the right positions for the right responsibilities to be met. Failure to select the right candidate for the job by a hiring official simply

implies they failed to recognize the need for an organization to accomplish critical undertakings. Eventually, performers who are not peak performers end up filling mission-critical positions that were left open or shoddier.

Connecting

Failure to recognize personnel who can be categorized as peak performers by organizational leaders infers that this cream of the crop is nosedived at identifying what aggravates, challenges and inspires both top as well as bottom performers. As a leader, failure to connect to

staff makes it hard for you to provide to them the necessary resources they require to thrive. Empowering peak performers enables them to aid the corporation to realize its goals besides providing to them intrinsic motivational forte that makes them a part of a team. Thus, the five essential needs of a worker are assurance that they matter, an opportunity to feel like a part of a team, a chance to give a listening ear and understood a room to learn and advance, and appreciation of their contributions as being sensible.

Play

To meet the true definition of interactive engagement with workforces, an organization should strive to create an inherent culture that sets aside a certain amount of time to care about the staff. We have undergone a leap in time where innovation and retention are essential fragments of corporations unlike before when firms could relate paying workers to production (BigSpeak Speakers Bureau, 2012). It is time to activate new cultures capable of enabling employees to change atmosphere and culture while integrating smooth

experience and engagement. In essence, this aims to find a purpose for a better environment besides providing a chance to view staff as an entire individual. Ability of leaders to hearken as well as connect helps them to identify besides taking action, hence, leading to progress. Equally, additional impacts yield security, occupational safety, self-respect, deference, equality as well as confidence.

Grapple and Grow

Let us face it, present market provides no space for leaders and employers to dodge the system. However, they are

constantly expected to produce more with less resource input. According to Hallowell, this is likely to cause chaos within an ideal office with persistent life disruptions as well as distractions. He ends up teeming it as “Grapple and Grow” thus the fourth segment in the Cycle of Excellence. Essentially, this process describes the resultant clash stemming from an amalgamation of work and progress. Therefore, what makes productivity appear to slump as many supervisors equally fail at this process within a company? It is because they disremember to pay close attention to

the aforementioned three phases of this Cycle of Excellence. They overlook the aspect of inspiring creative involvement, developing an environment to effectively connect as well as selecting what to direct their attention (Hallowell, 2011). When this is properly achieved, you will have industrious workers who draw fun in accomplishing tasks assigned. Thus, the growth the personnel love to embrace is produced by the ability to manage toxic stress while promoting positive stress (Hallowell, 2011).

Shine

Although effort may be involved, it is vitally important for an employer to recognize their workers. When this is constantly and effectively done, it recompenses bonuses within the corporation. At times people are so anxious when it comes to recognizing fellow employees and co-staffs that they fail to recall toot their own horn. There is no problem with that, but what about your accomplishments? While we tend to overlook the fact that we are also human, we need not expect our achievements to be naturally noticed by

personnel, as this is seldom the case. To provide visibility of individual exertion in personal growth, being recognized is key. When your efforts are recognized, it is unlikely that you will be susceptible to losing your job when an organization declares a sudden lay-off. Hence, while it needs a high level of humility along the ladder, it is good if one could learn how to be acknowledged and admired.

Optimum Approach for Managing Human Capital

When it comes to strategic management of human capital, Human

Resource managers are constantly facing and struggling with the challenge of learning how to effectively manage the Cycle of Excellence. Nevertheless, this task becomes much easier when focus is shifted to the goal of an organization as well as lining this up with selecting the right

individuals for the right profession. The two day-to-day challenges for HR executives are establishing unconventional ways to manage employees in addition to developing novel ways to engage them while retaining them to excel in their area of expertise. Refining levels of performance parallel to

cutting back on the personnel is a mere association to overworking, underpaid as well as under-appreciated. The latter move can be regarded as an act of harmonizing that every so often turns out to be a circus.

References

- Bacal, R. (2017). Performance enhancement: Diagnosing performance problems. The Performance Management and Appraisal Resource Center.
<http://performance-appraisals.org/Bacalsappraisalarticles/articles/diagper.htm>
- BigSpeak Speakers Bureau. (2012). Bob Nelson: Employee motivation, reward, retention and recognition expert, keynote speaker [Video file].
https://www.youtube.com/watch?v=GK_ytpNVSyk. Standard YouTube License.
- Hallowell, E.M. (2011). Shine: Using Brain Science to Get the Best from Your People. Boston, MA: Harvard Business Review.
- McKinney, M. (2011). The Cycle of Excellence: 5 Steps to Peak Performance. Leading BLOG.
https://www.leadershipnow.com/leadingblog/2011/01/the_cycle_of_excellence_5_step.html

ORIGINALITY REPORT

3%

SIMILARITY INDEX

2%

INTERNET SOURCES

0%

PUBLICATIONS

2%

STUDENT PAPERS

PRIMARY SOURCES

1

Submitted to Trident University International

Student Paper

2%

2

www.coursehero.com

Internet Source

1%

Exclude quotes On

Exclude bibliography On

Exclude matches Off