

APPRECIATION IN THE WORK PLACE

General Manager at TMX Nigeria Limited.

C.E.O. HighHand B & C (Human capacity development) Facilitator, Trainer.

The work place is usually referred to as the market place, because of its hustle and bustle. A lot of people in all that tend to lose focus of the people who are around them and therefore think only about themselves. That kind of attitude usually leads to lack of appreciation in the work place.

Appreciation in the work place is like the oil put into an engine to ease friction between surfaces, which of course we know enable efficiency and improves performance. The question then is; who has to say thank you and to whom?

In the little years of business and the small research I have done, there are three types (levels) of appreciation needed for the work place to run smoothly and efficiently.

1. Employee appreciation to the employer. In the line of work and business I have seen a lot of employee's complaining about their employer's and all they usually say is how unfair the employer is, how badly they are being treated. My take on this is that work should be approached with a heart of appreciation, that one has something to do, then one should also be very grateful to the fellow who set up the business. Why, because if you find yourself feeding of another's vision you should be grateful, if you do not want to be, let your vision birth a business and feed you and I dare say feed others. I often tell people, 'if you are feeding off someone's vision, be grateful'.
2. Employer's appreciation to the employee. A lot of business owners live and speak like slave drivers. Talking to other people like they are God. That you have started a business does not give one the right to talk to people like they are nothing. Having said that lets deal with the appreciation angle. Businesses are started by individuals and they grow, the reason why we employ hands is because we cannot be in many places at the same time. One cannot be the MD, driver, gate man, cook, cleaner, gardener, messenger etc. all at the same time. Because of that we employ people who come in to help us fulfill our visions and dreams and for that we have to be grateful. I say to business owners, 'if people are willing and able to help you drive your vision, appreciate them'.
3. Error maker's appreciation. It is not palatable when mistakes happen in the line of business, due to the fact that it usually would have cost and time implications. But the way we handle mistakes goes a long way to influence the lives of those who observed the mistake. Simple saying. Firstly, learn from all mistakes. Secondly, do not throw away the baby with the bath water. I would like to state that this does not apply to all mistakes, as some kind of mistakes are not redeemable, and when mistakes become a norm, then they are no more mistakes. Some mistakes though push the learning curve and generate knowledge, which might not be known at the time of the mistake. But when handled right knowledge is gained. So, both the employer and the employee should appreciate any one in any category whose mistake creates a new level of knowledge. For example, we all must agree that the flame of a candle will burn one's hand, but not all of us learnt that through experience, so we must be grateful to the one who we know that first tried it felt the pain and due to the story, we do not want to try to find out. This is a basic fact of life, as we all know that is bad to enter the front of a moving train, it's dangerous to jump from a 20-story building. The question is how do we know? We know because we learnt, heard of someone's experience. So, be appreciative of things you know in life that someone's error or mistake gave you that knowledge.

I close by saying a BIG 'THANK YOU!' to all who have built my life directly and those who have indirectly.

Bachinobi Ufodike FIMC, CMC