

## How to Get Your Team Committed

Do you truly empower people or do you simply give it lip service?

Another important thing for the supervisor to remember when he/she plans his/her work is to see that those under him/her have some voice, if possible — in the decisions to be made.

If it affects them, and they are going to be expected to carry out the task, they will have more commitment in doing the work if they understand what is to be done and why.

In fact, there is plenty of evidence to show that people will commit themselves to much more work if *they* set the objectives than if we set the objectives for them.

This doesn't mean that the supervisor is giving up any of his prerogatives, or shirking his duties. It just means he's looking for the best way to get the job done.

