



Employee Relations | Leadership



Enable leaders to create effective workplace relationships and build trust through genuine conversations.

Relationships strengthen or decline one conversation at a time. MyConversations provides organisations with a systematic means to assist leaders develop the skills and commit the necessary time towards engaging in meaningful conversations with their teams. This helps build healthy and respectful workplace relationships.

MyConversations prompts the leader to meet regularly with all team members and in doing so provides the leader with a framework to engage in honest dialogue that drives individual and leader success.



Hold managers accountable for regular communication.



Assist managers to become leaders.



Help build strong professional relationships in the workplace.



the
accountable
leader

Some of the key capabilities enabled by MyConversations:



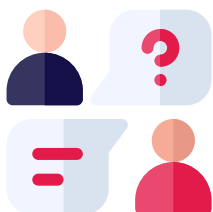
embed informal and structured conversation into leadership skillsets



capture development needs to create ongoing live plans



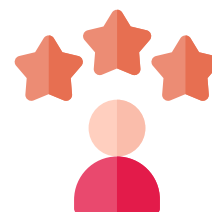
schedule structured conversations



capture employee goals



ongoing leadership training by leadership experts



focus on organisational values



deliver team based feedback to leaders on a consistent basis



ability to report on leadership commitment



highly secure cloud based access

Once the word trust is there, it's really easy to make the link between trust and strong professional relationships.

Leading Teams founder, Ray McLean.

Performance reviews: Get rid of them

This outdated corporate ritual damages the relationship between bosses and their subordinates, forces employees to be dishonest and hurts business performance. I see performance reviews as a curse. They claim to be objective, but one person's view of another can be no more objective than a film critic's review of a movie. At the same time, they inhibit workers from speaking truth to power, for fear that their truth will come back in a review to haunt them in being labelled difficult.

Sydney Morning Herald, 18 February 2015
Samuel Culbert.

Includes content from: Get Rid of the Performance Review! How Companies Can Stop Intimidating, Start Managing - and Focus on What Really Matters
by Samuel Culbert & Lawrence Rout

In summary:

Traditional performance reviews, as long-cycle top-down processes, encourage false communication and very rarely achieve positive outcomes. They should be replaced by regular conversations where leaders and staff are codependent.

If companies were more effective in helping executives handle their relationships through difficult times, they would see the company's productivity soar.

Making Relationships Work'
The Harvard Business Review article, 2007

Authentic dialogue is a lifelong work that begins with the choice to open ourselves up to our own life and experience and to stop hiding who we really are from ourselves and others... it's learning to speak truthfully even when afraid. Authentic dialogue, therefore, brings us face to face with the choice to move through life either in a manipulative or authentic posture.

Mastering Leadership. The Leadership Circle.
by Bob Anderson

Trust between managers and employees is the primary defining characteristic of the very best workplaces.

Trust: The Key to Enhanced Performance and Accelerated Recovery.
Great Place to Work Institute, 2010.

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