

Motivating Today's Agri-Worker

Keeping Your People Connected, Simple Communication Methods

- Have one-on-one informal chats with employees.
- Group meetings are an excellent way to share information to the entire team at once, ensuring a consistent delivery of message, with the added benefit of seeking employee feedback during the meeting.
- A focus group is a group meeting where staff do most of the talking about a specific issue, problem or opportunity.
- Often, posters using humor are visually appealing ways to communicate key messages to staff.
- A lunchroom bulletin board is a great way to post information for all to see.
- An employee suggestion box encourages anonymous methods of seeking ideas from staff.
- An employee questionnaire or survey can be a confidential method of gauging the entire team's point of view on specific issues.
- Toolbox meetings are short, on-the-spot discussions that deal with issues as they occur, such as a safety issue.
- Stapling a brief memo to paycheques is an easy method of ensuring that everyone receives the same message.
- An open-door policy lets staff know that you are open to discussing any concern, suggestion or question.
- Do a "walk-about" by spending time in the field or on the shop floor observing what is happening and listening to the staff.
- 'Ask versus tell' is a mindset that says if you want to really communicate well with staff, take the time to start asking questions, and less time telling them. After all, if you are listening, you are not talking and therefore you are learning.
- Rule of 70/30 suggests that great communicators will often limit their talking to 30 percent of the conversation so that they may listen 70 percent of the time.