

The Power Of Loyalty Decoded!

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Abstract- The paper focuses on what it is about supporting team members and collaboration that makes fostering it a top priority for HR and businesses, specifically, the value of teamwork that makes it a priority for both. It is about how crucial collaboration is in work. Leaders who cannot recognize the levels of disengagement lose followers, which causes a loyalty vacuum in the organization. You must provide a career for your "people" as an entrepreneur, leader, or manager. A person's desire to work for a company is fueled by more than just wage increases; it's also fueled by a sense of community, comfort, and importance to the team.

Keywords- abilities, loyalty, people, power, skills, teamwork, etc.etc

I. INTRODUCTION

The importance of a team is simply undeniable. Let's take an analogy of an F1 race. The victory is not just on the skills and abilities of the racer, but the team who puts their best shot in minimum time at the pit stop. Teams are formed when a group of like-minded people works together toward a common goal.

The article focuses on what it is about encouraging team members and teamwork, the value of teamwork that makes promoting it a key priority for HR and for businesses, to be precise. It discusses the importance of cooperation in the workplace.

TEAMWORK DEFINED!

The Dictionary defines teamwork as "The combined action of a group, especially when effective and efficient."

However, the division of labor was the fundamental pillar of the industrial revolution. Moreover, it can be vouched as a foundation of modern civilization. Thus, it could be another way of defining teamwork.

“TEAM IS TO AN ORGANIZATION;

WHAT OXYGEN IS TO LIFE.”

Teamwork allows your force to:

- Distribute challenging tasks into simpler ones, then work together as “one team” to complete them faster and more efficiently.
- Hone skills and upgrade the team so that the best person for each task can complete the job erroneously.

In a husk, teams make work more efficient, as compared to an individual. As a result, to ensure better productivity, reduced costs, greater profitability, etc.

II. THE PEOPLE ARE THE POWER OF AN ORGANIZATION

What according to you is the most important resource in any organization- is it Machine, Money, Process, or “The People - the Human Resource” of that organization?

In an organization, employee is the competitive advantage, the knowledge, the powerhouse, or the business multipliers of the organization.

But why is it that we are not able to leverage this competitive advantage in today's business world?

All organizations face a grave challenge of employees quitting at laser speed and the existing employees that they have, are performing only at 5% of their ability.

As Dale Carnegie rightly quotes, ***“Most human beings go to their graves using only 5% of their potential.”***

How can we prevent employees from leaving and, at the same time, motivate the existing employees to perform beyond 100% of their ability?

The answer lies in instigating and increasing ***“The Power of Loyalty”!!!***

Loyalty to a layman would mean having people stay with the company for a long period of time. But the deeper meaning of loyalty is:

“Loyalty is an eternal state of mind, body, heart and spirit which allows a human being to utilize his/her hidden potential and produce extraordinary results while living the core purpose, core values and sustaining the culture of the organization, thereby creating a multiplier effect of loyalty on his/her ecosystem, transferring it to the customers and ultimately resulting in long term success of all the stakeholders.”

Do you need to catch up in sourcing the best talent or building the proper organization?

To build the proper organization, we need to focus on the “War of Loyalty” rather than the “War of Talent” on which most companies mistakenly focus. The “War of Talent” is useless without “The Power of Loyalty.” To this loyalty within our

III. CONCLUSION

As an entrepreneur, leader, or manager, you must offer a career for your "people". You must share with them knowledge and vision of the business. So that they can see a bright future where their thoughts, words, and deeds are aligned with the growth and well-being of their people.

organization, we need to apply a scientific and artistic process known as – ***“Loyalty Multiplication.”***

“Loyalty Multiplication is the process of building a people-centric organization by implementing the knowledge gained from the lessons of unleashing the hidden potential of ordinary people, thus weaving an unseen thread between two individuals or an individual and the organization.”

I negate the myth that employee turnover is an event. Instead, the quitting of an employee from an organization is a “process” called “THE DISENGAGEMENT PROCESS” of an employee, consisting of 11 STEPS that occur over a while. An employee starts feeling disengaged in an organization at that stage. Great Entrepreneurs, Leaders, and Managers can sense this process and stop the aggravation of disengagement and the final disconnection.

Leaders, who can't sense the levels of disengagement, lose people, which leads to the Evaporation of Loyalty, which in turn creates a huge vacuum in the company.

There are ***“lessons for unleashing the hidden potential of ordinary people.”*** to curb the issues of constant quitting of employees.

These lessons are:

1. Identify and correct the reasons why employees leave.
2. Provide Clarity & Alignment - The organization's core values, policies, etc. to connect them to the organization.
3. Conscious Loyalty Practices (C.L.P.s) – that enable employees to enjoy their work.

It is not only the salary hikes that hook a person in an organization, but the sense of belongingness, comfort, and the feeling of being an essential part of the team gives them a reason to be in an organization.

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