

Inclusion of Team and Self

The last two years has seen a shift in power in many countries from a controlled power model to a people power model. A model of doing as your told and not having a choice to voice your opinion to a collective voicing of opinions and protest that has seen major shifts in power.



The strength to stand up against such adversity and face the possibility of the ultimate sacrifice, the loss of your life, is an example of true courage.

Without diminishing the gravity and courage shown in these examples of true people power, we can look at these situations and learn lessons from them for improving the manner in which we treat and include people within our business.

Some of the lessons we can learn and apply to our business are:

- 1) People will not be satisfied in the long term if they are not allowed to contribute and voice their opinions.
- 2) People need a future plan to work to that is built around an inclusive and engaged culture and also includes future benefits for themselves
- 3) When individuals are working together as a collective towards a shared goal(s) they are an extremely powerful force and can achieve things that may not have been perceived to be possible
- 4) Whilst an individual or small number of individuals let their EGO(s) over take good judgment and control others through misuse of power, dissention will grow until action is taken. (With business this action is usually the resignation of employees)
- 5) People are generally good at heart and want to be included and have a say in the direction of the business and their future
- 6) The principles of a true democracy also apply to a business, when clear guidelines are in place to ensure that everyone is included and decisions are made for the betterment of all involved.

If your business is having difficulty retaining employees and attracting employees, you need to look at your culture around inclusion of the team and put mechanisms in place to start building a culture of inclusion, built around clear and relevant strategies, business plans and brand culture that also address the greatest asset any business has **"IT'S PEOPLE"**.

The factors around the success principles of inclusion are the same whether applying them to your Life, Sport, or Business. They are:

- ❖ There is no room for EGO's
- ❖ The collective is more powerful than an individual

- ❖ People want to genuinely be engaged and contribute to something worthwhile
- ❖ If people are not included and feel disenfranchised they will leave for something better (not just more money)
- ❖ People want hope and a strategy and plan to ensure that they keep on track

Successful businesses are Led and Managed by successful individuals, who understand that to be successful you can not do it by yourself and the power in the collective is the path to success.

If you are looking for assistance in building a culture and team based around a core principle of inclusion, contact Darren Wedge or Michael Currie from Wedge Consulting International on 1300 323 133 or info@wedgearp.com.au

***Wedge Consulting International – Positively and Fundamentally Changing Peoples
Mindsets both Personally and Professionally***