



We Care



Our People



Team Work



Commitments



Self Improvements



## Pointers on Performance

In an organization like Al-Bahar Group, we have a multitude of employees from diverse backgrounds. With such a diverse group of individuals, we must put importance on managing performance and learning how to best inspire and motivate our people. So, how do we keep employees and team motivated and most importantly how do we use that motivation to drive performance?

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Here are some insights on the matter:

### 1. Make clear expectations:

Without goals most of us are naturally aimless we are just wandering around trying to figure out what the most productive thing is but when you make expectations clear and when you make those expectations realistic, achievable. You will get a different level of performance compared to when your objective and goals are vague. Our expectations need to be quantifiable achievable and realistic to a great extent.

### 2. Provide timely feedback:

If you are going to make expectation clear then it's incumbent upon you to provide timely feedback because

- To know how the progress is working towards their goal and
- To know what course correction is needed to achieve the set goal.

### 3. Correct Privately and Praise publicly:

So when you are giving timely feedback you need to make sure the medium that is appropriate for what you are doing. For example, one of your team members has a glaring performance problem or your team member is having interpersonal problem within the team so the time to give feedback is not during team meetings for a couple of different reason. First our natural

reaction when receiving constructive criticism or negative feedback. when we are at the receiving end on how poorly we are doing in front of so many people, our natural inclination would be to defend our self. We may not hear it just because it's been done in public, instead of incorporating that feedback. Therefore, any feedback correctional in nature if given privately is mostly well received. Whereas feedback praiseworthy in nature, showing how well the progress is toward achieving the goal if given publicly will have a better impact and will make the team more confident and motivated and each member of the team will be motivated as a team knowing that their efforts will be appreciated.

performance, but they are all quite transactional in nature. If you are managing a factory where the work is very repetitive then that all great but what will you do when the path is not clear, when we know the mission but we don't exactly know the tactics, One of the thing we can most rely on is a sense of purpose, a sense of vision for what we are working for, because it will keep people motivated while they figure the above 4 elements and would like to think of it as litmus test, if I walked in your office and I walked up to member of your team and ask a question "what are you fighting for" and they can answer that question even if you have never used fight rhetoric before and they understand the question I am asking



### Believe in your people:

Your team your people are looking to you for an honest assessment of where they are strong and where they are weak. They are looking to you and your opinion about how their performance inside the organization and out in the industry. So, your belief or lack of belief in them will have giant spillover effect. It's not just the Pygmalion effect but one of the biggest reasons that Pygmalion effect works is that if I believe in you and I begin to cultivate and grow your talent and abilities thereby you begin to believe in yourself more, so believe in your employees and they will begin to believe in themselves much more as well.

and they can tell me that purpose, the difference their organization is making in the world and the difference they are making in the organization then you have done a brilliant job in making that purpose clear, precise, digestible . If you are navigating your people through a crisis, through unknown opportunity, through uncharted territory then purpose, vision and what are we fighting for is probably the only thing you can rely on.

### 4. Let people know what they are fighting for:

The above 4 elements will work they will drive motivation and



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