



Making your leadership and workplace fun and engaging!

“We are what we repeatedly do. Excellence then, is not an act, but a habit.” – Aristotle

By RER Network Managing Director, Shane McLucas

Some people find it hard to imagine how the words “work” and “fun” can be in the same sentence – but let me tell you, it can be done.

By creating a work environment where everyone enjoys what they are contributing and working towards a common goal you will not only see your team happy and engaged – you will see your profits increase as well!

By combining a focus on results, flexibility, creativity, hard work and fun in the workplace you can create a team that not only plays, stays and performs but one that will hit some big targets in your business and help you create a profitable business.

Everyone wants to come to work somewhere that is challenging, positive, encouraging and makes them feel that they matter. So keep this in mind – whilst adding some fun!

Here’s some tips to create some fun at work and encourage the team to follow your lead:

Celebrate hard work on the spot and in the moment

Learn what ‘fun’ means to your team – get their input to plan activities around this

Create a committee or one or two team members who can help drive the action – you don’t have to be in control of the fun

Be spontaneous – you can interrupt work with a fun activity if it suits
Laugh out loud – encourage fun and laughter in the workplace – lead by example

Fun is important – however a team that is engaged and working towards common goals is essential! Sam Walton, founder of Wal-mart, once said: **‘Communicate everything you can to your associates. The more they know, the more they care. Once they care, there is no stopping them.’**

Wal-Mart recently topped the worlds Fortune 500 companies with revenues of \$263 Billion and profits of \$9 billion. Wal-Mart have over 1.5 million employees yet they continue to rate in the Top 5 most desired places to work in America. There are some key messages and information that you

can share with your team and have everyone on the same track – knowing where the business is heading, what you as a leader expect, and how you can work together as a team to achieve the results.

Here's some messages you can communicate regularly to the team:

- 1.** The idea behind your business
Why you do what you do - the driving passion
- 2.** What do you want to be known for
out in the market and in people's minds
- 3.** What are your main goals/main focus in business for the next 6 months – 12 months and what role do team members play in that
- 4.** Who are your competitors – what do you like & dislike about them. What sets your business apart from your major competitors.
- 5.** What is the communication style you would like to see implemented across the business - how you all deal and respect one another – also if there is a problem with a team member how do you deal with that.
- 6.** How each team member will be assessed (key performance indicators) each 3 – 6 months
- 7.** How and when you celebrate all the individual and business 'wins'
So the big question is - How do you get your employees to "Fall in Love" with your company? This is a great question.

Treat your employees like you treat your most valuable clients. Strong retention strategies become strong recruiting advantages.

Retention is much more effective when you put the right person into the right job. Know the job! Know the employee and their motivations. Money is important but it is not the only reason people stay with an organisation.

Appreciate your employees by recognising their small accomplishments with praise and appreciation.

Giving Compliments - You can never say thank you too much, it says, 'I appreciate your hard work!' Send a handwritten note to team members

that deserve recognition.

Socialisation is a key factor for happiness so the more fun and social place the happier employees will be.

Don't micromanage your employees! It lowers motivation, the mental health of the employee and the overall morale of the department.

Encourage holidays – workers come back happier, refreshed and motivated. Everyone needs a break. Encourage their goals of buying a car, home etc.

Have weekly meetings going over the good news for the week. Most meetings go over what's missing or bad events that happen. Switch it around to a sharing the good meeting. **Remember moods and emotions are contagious so be the happy boss! You're the role model and mentor.** How you act is contagious. Encourage the simple things like hello, smiles, and lunch breaks

Make work fun. Bring in a baby picture, post it on a wall, then pick which person matched each picture. Help them connect. Introducing employees to key suppliers, customers or someone in senior management can help make an employee's career. Give them an early mark from time to time. Stoke their passion or help them reach a goal. Remember the spouses and their children on special occasions.

You should always make the effort to build good habits that will make you and your team healthier, happier, and more productive over time – and make sure that these are long-term changes, not short lived ones!

Having a fantastic business model and a well thought out business plan means nothing if your team is not on board, enthusiastic, inspired and happy to come to work each day. So think about what the culture, fun, results and enthusiasm look like currently in your business and how you can improve them to see some dramatic changes in your workplace... and if you're doing it all fantastically well – then keep doing it!

IN FACT THE TOP 10 REASONS WHY PEOPLE STAY IN COMPANIES ARE:

- 1.**
Exciting work and challenge
- 2.**
Career growth with coaching/learning and development
- 3.**
Working with great people
- 4.**
Fair pay
- 5.**
Supportive management/good manager or Boss
- 6.**
Being recognised, valued and respected
- 7.**
Benefits
- 8.**
Meaningful work and making a difference
- 9.**
Pride in the organisation, its mission and its services
- 10.**
Great work environment and culture

CREATE A **WORK ENVIRONMENT** WHERE EVERYONE **ENJOYS TO CONTRIBUTE AND WORK TOWARDS A COMMON GOAL**



Record year for Caporn Young

Inaugural awards night to celebrate individual and collective success

Caporn Young Estate Agents celebrated its record-smashing year with a lively awards night at Freshwater Bay Yacht Club last month. It was the company's first-ever in-house awards ceremony and teams from its three offices - Claremont, Fremantle and Applecross - were out in force to celebrate each other's success. The night was particularly special as the 2013/2014 financial year saw Caporn Young Estate Agents sell more property than any other year in its history. Co-founder and chief executive Richard Young said he was proud that in just ten years the company has become firmly positioned as

the most respected and results-driven real estate firm in Perth. Major awards included Sales Team of the Year, which was presented to Fremantle's Team Dobro. Both Team Dobro and Claremont's Team Wallace Gaspar were also given an inaugural welcome to Club \$1,000,000 on the night. Applecross sales executive Ryan Dariol joined Club \$500,000, and was also named Sales Person of the Year. Team Currie, also based in Applecross, was successful in reaching the Club \$500,000 milestone for a second time. Kimberlee Hall was awarded Property Manager of the Year for her talent and

commitment to the company's northern assets portfolio. Caporn Young Member of the Year, awarded to the company's most valued team player, went to sales executive Craig Gaspar. His combination of loyalty, commitment and expertise makes him highly regarded by both his clients and colleagues.

South Fremantle sales executive Michael Harries was named Caporn Young's Rising Star of the Year. In just two years since transitioning from a career in radio, Michael has gained strong traction, demonstrating enviable negotiation skills and dedication to the job, as well as compassion for clients going through the sometimes emotional process of selling their home. Michael's down-to-earth nature and charisma was showcased on the night by his star performance as Master of Ceremonies. Richard Young took the opportunity during the awards to acknowledge the hardworking client service managers and support team, the specialists behind the scenes at Caporn Young. "Without the tireless work of this team, our sales teams, leasing teams and property managers would not be able to perform their roles to the high levels they do out in the field - day in and day out," he said. "Our team is continuing to grow with fabulous, like-minded new team members. We are committed to growth, to organic growth, with the right people. We are also committed to growth from our existing team so they reach their goals. "The way we achieve our goals is by being expert at helping others achieve their goals in a friendly, professional and efficient manner with a true team culture that is simply not found at other agencies. I am very proud of this. "The year ahead does look very, very exciting. We are eagerly looking forward to another fun filled, record breaking year ahead."



GO TEAM NEWTON!!!

The Newton Team are almost half way into their 60 Day Team Challenge and are feeling fit, fabulous and ready to show off their new bods this summer! The team kicked off the challenge at the annual Sutherland2Surf race, and are enjoying weekly training sessions and nutrition seminars from Shire PTC. Most importantly the whole team are having a great time keeping healthy, exercising together and motivating one another.

