

Developing Corporate Behavior

Conservation of Materials

It costs a lot of money to run a company. A huge expenditure is supplies and materials for employee use. Supplies are a necessary expense, but a lot of supplies are wasted, broken, or stolen by employees. Having a corporate behavior that values conserving those supplies could save the company thousands of dollars. This doesn't mean that you should make it hard for employees to obtain the materials they need to perform their job functions. It does mean that you should be monitoring usage, and deciding if the usage is excessive or not for that particular department. According to HR.com, on average each employee wastes over 1400 sheets of paper per year. That adds up to \$84 per employee. How many employees do you have in your company?

Managerial Structure

Managerial structure relates to how the management team is put together, and what types of employees make it up. Unfortunately, many of us have dealt with an incompetent boss. Nothing squashes employee morale quicker than a poorly trained manager. A supervisor should meet three major qualifications:

- **Leadership skills:** Understand how to lead a team effectively. Understand the proper way to address employees and how to encourage and motivate them. Should have knowledge on how to give constructive criticism.
- **Departmental Knowledge:** Knowledge of the processes and function of the department. This means that the manager should know how to perform the job tasks of the employees they supervise. The worst thing in the world is to have a boss that doesn't know how you do your job, and wants to critique you.
- **Company Knowledge:** The manager should be knowledgeable about what product or service the company provides to the public, and about what is new with the company. They should know what the company goals and values are, and what the future plans are for the company.

Improved Employee Performance

A happy worker makes a happy company. Having a corporate behavior that promotes safety, recognition, and engagement (to name a few) creates happy employees. When an employee is content in their position, their productivity rises. Here are some ways your employees' performance can improve:

- Better customer service
- Rise in productivity
- More positive work atmosphere
- Fewer wasted resources and supplies
- Less absenteeism
- Better team work
- Better communication with co-workers