

Motivate Your Staff

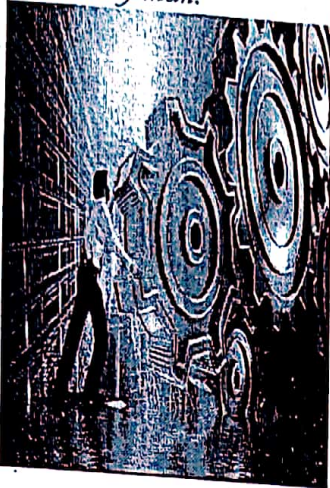


Er. Gyanendra Lal Pradhan
Executive Chairman



"Our People are our biggest asset"

"One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man."



One of the biggest issues that managers look at regularly is for innovative ways to encourage their employees to remain motivated at work, thereby creating a higher level of productivity than just the minimum level of service or production.

Other challenges

- Retention of talented staff.

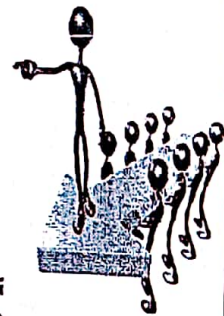


- Employee ownership and engagement leading to poor citizenship behavior.



I ♥ MY COMPANY

IT'S MY COMPANY TOO!



The first thing that managers should understand when it comes to employees is accepting the fact that people don't necessarily get "motivated" on command.

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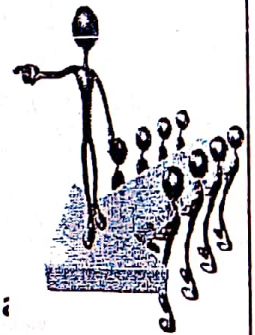


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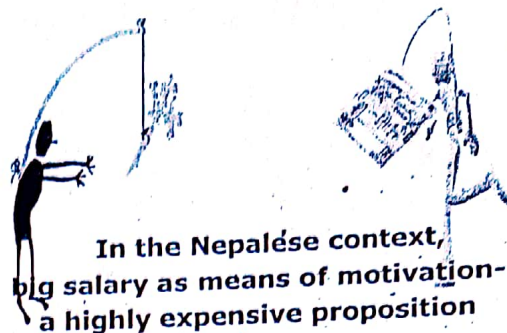
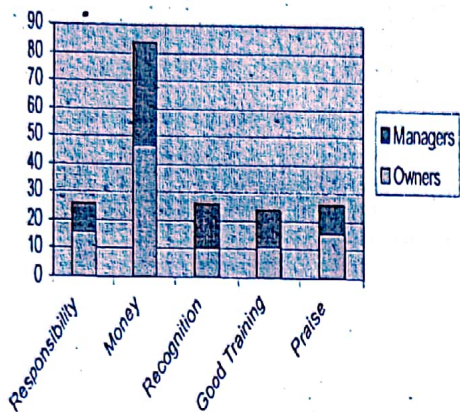
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The first thing that we understand when we ask employees what ticks them is accepting the fact that people don't necessarily get "motivated" on command.

What motivates employees?



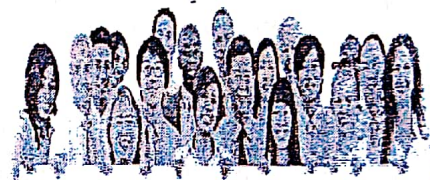
In the Nepalese context, big salary as means of motivation - a highly expensive proposition for the company

Benefits sharing creating a win-win exchange for both is a smart offering.



MO IVATE

What is a SMART solution to it?



EMPLOYEE OWNERSHIP:

A GREAT SUCCESSION SOLUTION



Why ownership and empowerment?



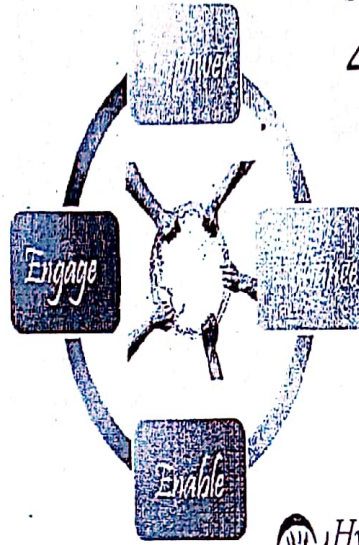
Ownership and empowerment create an environment where:

- Employees behave as they own their job
- Employees see the consequences of the work they do
- Employees are responsible
- Employees know how they are valued
- Employees are included in determining solutions

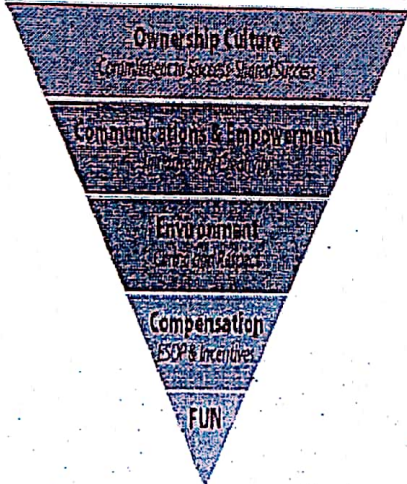
Hydro Solutions' Model

Focus on:

4Es



EMPLOYEE OWNER SUCCESS FORMULA

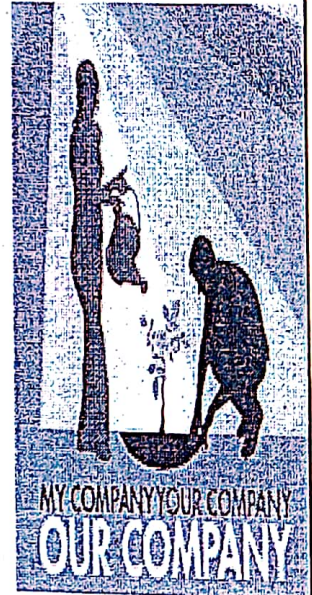


Employee Share Ownership plan (ESOP)

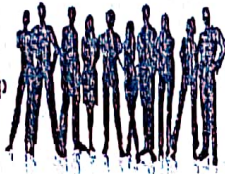
At HSL, employee share ownership plan (ESOP) is an employee owner scheme that provides a company's talented workforce with an ownership interest in the company.

Shares of the project could be offered in a number of ways:

- At par value
- As premium shares
- Loan
- In advance etc



>Employee
Ownership



This is not just partnership
but partnership with
substance, partnership
which is valued.

Share options are a
powerful lure - but so is the
promise of good work.

We encourage employees
to think and act like
businesspeople.

How does this work?

Empowered individuals
know that their jobs
belong to them (sense
of belongingness &
accountability).

Given a say in how
things are done,
employees feel more
responsible.

When they feel
responsible they show
more initiative in their
work, get more work
done and enjoy their
work more



*Empowering employees has been
shown to successfully push
employees to achieve their best.*



Conclusion

- Let employees own the successes or failures of their own projects.
- Guidance and reference can still be provided, and helping hand doesn't hurt, but where employees feel they control the direction of a task, they begin to internalize both the rigors and the results of their own work.
- When employees feel ownership they become protective and interested in the activities they feel are "theirs."