



TESS Newsletter No. 10 of 06 June 2012 - In Accordance to Article 7 Section 3 of Its Constitution

## *“Turning Possibilities into Realities”*

2012 “STRIVING FOR OUR SEYCHELLES”

### Rio + 20: The Future we want: The Promise

**“Working Hard at Working Smart” (part XI)**

### *The value of empowerment*



"If we parents accept that problems are an essential part of life's challenges, rather than reacting to every problem as if something has gone wrong with a universe that's supposed to be perfect, we can demonstrate serenity and confidence in problem solving for our kids....By telling them that we know they have a problem and we know they can solve it, we can pass on a realistic attitude as well as **empower** our children with self-confidence and a sense of their own worth."

*Barbara Coloroso (20th century), U.S. parent educator and author. Kids Are Worth It, ch. 1 (1994)*

# The Top 10 Ways to Empower your Employees

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**The word empower is often over-used.** Many employers talk about empowering their employees but often employees feel disempowered. Here's a list of the top 10 things you can do that will really empower your employees, according to employees, not employers!

## ①. Allow employees to actively participate in team and company goals.

Look for every opportunity to include employees at every level of the organisation, in being active participants. Employees often report getting oneway directives instead.

## ②. Allow employees to suggest better ways of getting their jobs done.

Ask for employee suggestions for other ways of getting the task or project accomplished. Listen and be willing to really hear the employees' comments. Employees often report that they have no input and are told exactly how to perform their jobs, leaving no creativity.

## ③. Provide positive reinforcement.

Always listen and acknowledge your employees. Employees often report that their decisions and actions are second-guessed and that most, if not all, feedback given is negative.

## ④. Clearly delegate responsibility and give the employees authority along with the responsibility.

Do you give inconsistent messages? Do you ask the employee to handle a problem or project and then give them negative feedback or give them an assignment and then say "never-mind?"

Employees often report that they are given tasks and then told they did it wrong.

## ⑤. Be clear in your communication.

When you express goals or explain projects, be sure the employees really understand what you are asking for. Employees often report that the goals are unclear and that they are not sure what they are being asked to do.

## ⑥. Show you have trust in your employees.

Allow them to make mistakes as a form of learning. Show that it is really ok to make mistakes. Let them know you really support their decisions. Employees often report that someone is always looking over their shoulder to make sure they do things right.

## ⑦. Listen. Listen. Listen.

Do you do most of the talking? Employees often report that conversations are one way, comprised mostly of their ideas being criticized. They don't feel they are heard.

## ⑧. Be interested in the employees' career development.

Meet with employees and discover their goals and their wants. Employees often report that their goals are not viewed as important in the organisation.

## ⑨. Let the employees help you achieve success.

Are you doing it all yourself? Employees often report that their managers do all the tasks and they have no way to make contributions outside their job descriptions. Look for opportunities to delegate and enhance the employees' career development at the same time.

## ⑩. Be a coach.

The best way to empower employees is not to manage them. **Coach them to success.** This is a process of developing their skills and providing them specific feedback to meet high standards. Employees often report feeling like children rather than being on the same team with their bosses. Be their coach and lead the team to success!

# Spiritualised Human Values

## The Feast of Corpus Christi

### The Force Beyond

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**"Take this, this is my body" ... "This is my blood, the blood of the covenant, to be poured out on behalf of many" (Mk 14: 22-24).**

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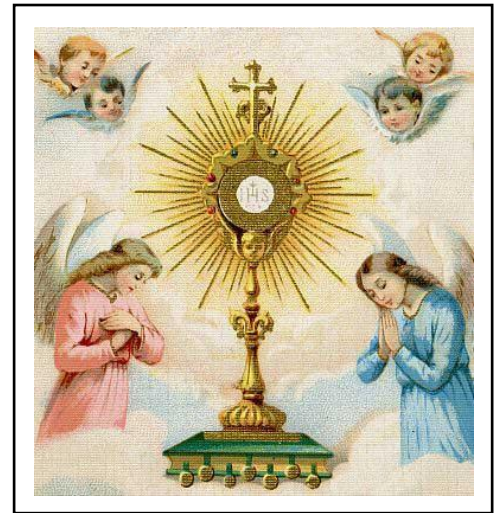
*Tomorrow Thursday 07<sup>th</sup> June 2012, Christian's families all over the world will join together in prayers, in mass, procession in adoration to the Blessed Sacrament and as customary followed by Benediction.*

□“During the procession and in adoration we look at the consecrated Host, the most simple type of bread and nourishment, made only of a little flour and water. In this way, it appears as the food of the poor, those to whom the Lord made himself closest in the first place.

This bread to the Lord, qualifies it as fruit of the earth and the work of humans. It involves human labour, the daily work of those who till the soil, sow and harvest [the wheat] and, finally, prepare the bread. However, bread is not purely and simply what we produce, something made by us; it is fruit of the earth and therefore is also a gift.

We cannot take credit for the fact that the earth produces fruit; the Creator alone could have made it fertile. And now we too can expand a little on this prayer of the Church, saying: the bread is fruit of heaven and earth together. It implies the synergy of the forces of earth and the gifts from above, that is, of the sun and the rain. And water too, which we need to prepare the bread, cannot be produced by us.”□

*Source: HIS HOLINESS BENEDICT XVI – JUNE 2006*



**“God must have loved the common man, he made so many of them”**

Abraham Lincoln  
1809-1865, 16<sup>th</sup> President of the USA  
Abolisher of Slavery



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***For more information, and reservation please contact Keven Tolfree or Winselle Marengo-Tolfree, email: [kevintolfree@yahoo.co.uk] or [winselle@gmail.com] -Tel: (248) 2599839 / 4371190.***