

TOWARDS AN ENTERPRISING ORGANIZATION



T. The divisions of developing an enterprising organization.

A. It feels good to go to work!

- A1. Trust and respect in the work community
- A2. Organized action
- A3. Open interaction
- A4. Everybody is an individual!
- A5. Together we are more!
- A6. Summary

APPENDICES

- Appendix 1. ACreating open interaction
- Appendix 2. Taking individuals into account
- Appendix 3. Practical tips for taking individuals into account
- Appendix 4. How to strengthen social cohesion



B. Towards goals and new possibilities

- B1. Developing the mission of the organization
- B2. How to offer opportunities for making joint decisions and shared responsibility
- B3. Encouragement for personal and professional goal setting
- B4. Summary

APPENDICES

- Appendix 1. Gradual process
- Appendix 2. It's party time!
- Appendix 3. Ways to clarify the mission



C. Feeling satisfied and competent produces results

How to strengthen satisfaction and success?

- C1. Set high but attainable goals
- C2. Take account of and point out workers' personal skills and strengths
- C3. Observe progression and give detailed feedback
- C4. Help individual to understand that their acts have meaning
- C5. Summary

APPENDICES

- Appendix 1. Ways to point out the importance of workers

D. Tasks for workers: How to develop their feeling of satisfaction and their social cohesion?

E. Forms