

HEALTHY MINDS

Involvement and Influence



Organizations frequently change internal processes to improve efficiency and adapt to new environments. It is important to remember that decisions can impact individuals, units, or the workplace as a whole.

When possible, it is important to give all key stakeholders an opportunity to influence the decision by allowing them to voice their ideas or concerns.

Being involved in the decision-making process creates ownership, a sense of accountability and increased engagement.

When everyone provides feedback, we often come up with more creative and agreeable solutions.

The key to successful leadership today is influence, not authority.

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What can I do as a manager?

- Create a culture of openness and encourage input and feedback**
- Collect feedback through surveys, meetings, and suggestion boxes**
- Be transparent - provide the parameters you are working in when decisions need to be made**
- Provide timely updates on plans and when decisions have been finalized**
- Don't underestimate the power of influence - lead by example**

For more information, visit:
www.uwo.ca/hr/safety/wellness/healthy_minds/index.html

Wellness Resources

Employee (and Family) Assistance Program
1-844-880-9142
<https://www.lifeworks.com>

Western Rehabilitation Services
Support Services Building RM 4159

Crisis Line (Reach Out)
Web Chat: <http://reachout247.ca>
(519) 433-2023 or 1-866-933-2023

Canadian Mental Health Association
<https://www.cmha.ca>



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