

ownership

taking the initiative to bring about positive results

The common statement heard in most of the workplace or during feedback/appraisal discussion is "you need to take more ownership or you need to be accountable for what you do". How does this Ownership play a key role across every organization irrespective of Industry sector to achieve its long term vision and building a new culture and articulate values?

Taking ownership is about taking initiative. We take ownership when we believe that taking action is not someone else's responsibility. You, as an individual, are accountable for the quality and timeliness of an outcome, even when you're working with others. You care about the outcome the same way you would care as an owner of the organization. It doesn't mean you have an obligation to own the project. It doesn't mean you shouldn't involve others. *It does mean you have an obligation to the results of the organization and that you have an obligation to act on items that impact those results.* Maybe you have a great idea for how to save the organization money, but it's outside the scope of your role. Or perhaps it would take more time than you have. Or perhaps you don't have the resources needed to complete the task or the fix resides elsewhere in the organization. In these situations, taking ownership means bringing your idea forward to someone who does have the time or resources to get it done.

Taking ownership tells others — "You can trust me to do the right thing".

Let's take a look at understanding and adopting high ownership. What is Ownership? – Ownership is all about a culture imbibed within an employee to possess the freedom in making an appropriate decision and willingness to accept the outcome of his/her action. It is about being responsible for your work and learn to accept your mistakes. It is expected to be demonstrated from every single seat, irrespective of the role, experience and designation for an organizational growth.

"It takes much more energy to continue to highlight the mistakes of others than it does to correct your own" -Neca Smith

When employees take ownership of their work, every project receives the same care and attention of a passion project. They take pride in their work, taking on projects knowing that they'll serve as a reflection of their abilities rather than evidence of their obedience to superiors. A sense of ownership in the workplace promotes accountability and innovation, saves time and produces quality results.

Try the following exercise near the end of a task or project (or your workday):

Did I? Ways to achieve higher ownership as an Individual.

Every individual can rely on the below strategy to accomplish higher Ownership in the workplace:

Did I work as hard and *smart* as I could have?

Did I set and maintain high standards for myself?

Did I spend enough time to do quality work?

Did I regulate my procrastination / distraction in order to complete my work?

Did I make use of available resources?

Did I ask questions if I needed help?

Did I review and re-review my work for possible errors?

Did I consider best practices for similar work?

We hear a lot of talk about leadership these days -- But what about the rest of us? Here's the kicker: Leadership can (and should) be everywhere. It's all about leading from any position and in any direction. The whole structure of organisations today requires people to step into a leadership mindset, **taking ownership**, driving ideas, projects and initiatives from wherever they sit.



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