Robert Half Canada

Workers Give the Boss High Marks



Survey: Most Canadian Professionals Confident in Company Leaders' Stewardship

TORONTO, Sept.14, 2017 /CNW/ - Workers in a recent Robert Half Management Resources survey cast a vote of confidence for executives leading their firms. Approximately three-quarters of Canadian professionals polled feel at least somewhat confident in the ability of senior management to provide sound financial stewardship and grow the business. Similar numbers of respondents believe their organization's executives drive innovation, support staff members' growth and manage change effectively.

Yet, the research also raised red flags. Nearly one-third of workers expressed concerns, including a feeling their firm's senior leadership doesn't value employees' career and personal advancement.

Workers were asked how confident they are in the abilities of their company's leadership in the following areas. Their responses:

	Providing effective financial stewardship	**Preparing the company for growth**	**Driving innovation***	**Supporting employees' career and personal growth***	**Managing change***
Very confident	28%	24%	23%	25%	21%
Somewhat confident	48%	50%	48%	46%	50%
Not very confident	16%	19%	20%	19%	20%
Not at all confident	8%	7%	8%	11%	8%

**Responses do not total 100 per cent due to rounding.*

"Managers help set the tone for a positive and fulfilling work environment," said David King, Canadian president of Robert Half Management Resources. "Executives who take the time to understand the needs of their staff, and openly communicate the organization's vision and goals, instill confidence in employees and enhance workers' commitment to the business."

Robert Half Management Resources offers five tips to for leaders:

- **Take a genuine interest.** Talk to employees about their career goals and what keeps them up at night. You can only address their motivations and concerns once you know what those are.
- **Add meaning to the job.** Employees should know how your firm's products and services improve the lives of customers and how their individual contributions support the company's mission.
- **Provide regular business updates.** Make the organization's objectives an ongoing topic of conversation. Also explain to staff the rationale behind operational goals and the steps being taken to attain them.
- **Tap experts.** People won't feel confident in leadership if they don't have the support they need. Bring in consultants who provide in-demand knowledge not available internally, such as for a change initiative or merger integration. Interim professionals also can assist with spikes in activity, helping staff better manage heavy workloads.
- **Sell the firm to staff – again and again.** Managers woo job seekers during the hiring process but often fail to keep the courtship alive. Keep employees apprised of the firm's successes and regularly promote the many great reasons to work there.

About the Research
The survey was developed by Robert Half Management Resources and conducted by an independent research firm. It includes responses from more than 500 Canadian workers 18 years of age or older and employed in office environments.

About Robert Half Management Resources
Robert Half Management Resources is the premier provider of senior-level finance, accounting and business systems professionals for companies' project and interim staffing needs. Customizing its approach for each organization, Robert Half Management Resources can provide a single consultant, a financial team or full-service consulting services, delivered through Protiviti, a Robert Half subsidiary. With more than 140 locations worldwide, Robert Half Management Resources works with companies of all sizes, including more than half of the top 100 companies from the FORTUNE 500®. For more information, visit roberthalf.ca/management-resources. Follow us at roberthalf.ca/blog and @RobertHalf_CAN for additional workplace advice and hiring trends.

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