

# Overcoming a Leader's Greatest Challenge: Involving Employees in Firms in Russia

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# Facilitating Involvement



- 1) Provide information to all
- 2) Create a culture that does not punish mistakes and encourages contributing suggestions
- 3) Combine a high-involvement organization with a high-involvement leadership style
- 4) Implement empowerment step by step
- 5) Train top management listening skills
- 6) Create multiple channels for employees to contribute their ideas
- 7) Provide rewards for good suggestions and feedback on ideas quickly