

We Build **Better** People
(Griffiths, 2022)

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Poster – Your role as a Line Manager

Word Count – 999

Date – 26th February 2023

I Sarah Chislett confirm that the work enclosed is my
own

Your role as a Line Manager



RECOMENDATIONS

Company Induction

Employee Voice

Employee Benefits

Welcome

Company Induction

Mccartney (2022) describes the benefits of a workplace induction, these include reduced turnover, lower absenteeism and brand building all of which at present are elements which AGC struggle with. Whilst the induction will be ready build for you, as a Line Manager your role within induction will be the delivery of the induction and the impact you have on your new employee, ACAS, (2015) cite that induction is a vital part of taking on a new employee.

For the induction to run smoothly you will need to be organised and engaging giving a good insight into AGC, new employees do not want to be overwhelmed or feel as though they are going to fail (Mindtools, 2022).

Alfes et al (2013 -a) shares that Line Managers can foster trust relationships between themselves and direct reports by having open communication and sharing information. As part of the induction, you will describe AGC Values and Mission to ensure the employee understands the overall Organisational strategy (AGC, 2023). A fundamental part of your role will be ensuring the new employee knows how they can contribute within their role to the organisation and provide a sense of belonging (HR expert, 2022).

Your role be organised, share knowledge, communicate with employees and build belonging within the workplace.

DRIVEN, RESPECTFUL, PROUD, COLLABORATIVE (AGC,2023)

WE NEED YOU!



Your role as a Line Manager

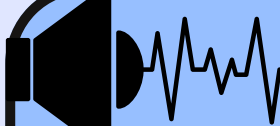


Line managers are professionals that use their leadership skills and organisational knowledge to help achieve company objectives (Indeed, 2023). Following on from the Briefing paper there were three recommendations for AGC to implement to improve culture with the support of you, the Line Managers. To make a cultural change (Kimberlee, 2022) recommends that you understand who you are communicating the change to and what the change is for them to be engaged. Literature from the CIPD website suggests that Line Managers play a vital role, in wellbeing and engagement of your team (2022).

Which is why you are integral to implementing these recommendations to Improve Culture at AGC. Chamberlain (2010) suggests for a Line manager to drive a change they need to have resilience, are able to build trust, coach, manage uncertainty and follow through on their actions, everything which you will do naturally within your role. If change is not managed correctly it can have disastrous consequences, George (2021) cites that not managing change effectively could result in loss of key employees and a downturn in employee engagement and motivate the opposite of what AGC is trying to achieve.

Huo et al (2018) describe Line Managers as providing training and conducting appraisals, your job is to build harmony within your teams and show compassionate concern for employee wellbeing, all of which sits in the below recommendations to improve Culture.

Employee Voice



Mowbray (2022) describes Line Managers as playing a significant role in employee voice and your role as a Line Manager will include sharing organisational goals and communication. CIPD, (2021 -a) suggest that if organisations want to improve Employee motivation or respond to change quickly which AGC does then they should engage with Employee Voice. Line managers biggest role in Employee Voice is the encouragement of it (CIPD, 2021 -b).

Whilst this may not seem like an important role, it is in fact integral, Wong (2020) defines employee voice as giving people opportunities to express their ideas, concerns and perspectives without concern. Your role in providing a safe environment and open communication channels (Alfes et al, 2013-b) will be pivotal in the success of employee voice.

Encouragement of Employee Voice, does not always need to be done in an open forum but the use of 121 session could be an idea, providing time to encourage your team to find their voice in any forum (Broderick,2022). CIPD (2017) Stipulate that Line Managers are one of the main influences when it comes to engagement, and for Culture to change at AGC Employee Voice will play a key part.

Your role Lead, talk to employees and Encourage Employee Voice

Employee Benefits



Aligning on Employee benefits is going to be a crucial part to Employee Engagement at AGC. Cotton,(2022) cites that Employee benefits offer a way to keep and retain employees whilst improving Wellbeing and encouraging behaviour.

As a Line Manager you will need to ensure that employees understand how to do their job, when it comes to reward and recognition such as pay increases and bonuses as a line manager you will have a say in if they are rewarded financially (Thomas, 2011).

Having a better reward package means for some employees that they will have met their basic needs, however for some employees they will always strive for more (Mcloed, 2022). Employee performance and measuring that performance will sit in the role of you as a Line Manager. Gifford (2022-a) describes Line Managers as a central role for helping employees perform within the workplace.

Employees need to know what is expected of them so that they are motivated and are accountable for their work (Gifford, 2022-b). Lee et al (2018) suggests that empowering employees could increase productivity, created a trusted work environment and have more effect when it comes to overall performance.

As a Line Manager you will lead employees by using Intrinsic and Extrinsic motivation within your teams providing development opportunities, sharing learning experiences and offering employee development (Fletcher, 2016). Not only will this encourage your team to perform, it could improve employee Wellbeing, provide a healthy work Culture and lets you get to know your team better too (Indeed, 2023) and in return you, as a Line manager could be rewarding your employees not just financially but emotionally too.



Your role encourage, provide opportunities, open and honest environment and share experiences

If you are unsure about any of the guidance provided on this document please contact your HR representative who can ensure you have the right support to implement these recommendations.

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