

Efficient court competition – a tool to use good ideas of employees

Purpose

Optimal use of the creative potential of employees to introduce innovative solutions in the field of court work.

Assumptions

1. There is a potential for development in every organization – regardless of the level of advancement of internal procedures
2. In the course of the work, possible areas of improvement in the methods used can be observed
3. Many employees develop their own mechanisms to improve the quality of work
4. Advanced internal procedures mean that in many cases creative thinking is suppressed
5. The specificity of work in administration allows for the use of variable solutions depending on the workload
6. It is essential to build a spirit of cooperation between employees
7. All initiatives that integrate the team serve the above purpose – situations where the above methods are used to improve work deserve special consideration

Create a tool

1. The person responsible for HR activities (the team, or the HR department) prepares the assumptions for conducting the "efficient court" competition
2. The rules of the competition are being prepared
3. It is important that information about the competition is communicated to employees in an accessible way – signaling full interest and acceptance of the management
4. The date and method of submitting ideas is set
5. The criteria for evaluating the submitted proposals are established
6. It would be advisable for the ideas to be valued by the team – if possible, the same team should be responsible for the implementation – this increases involvement in the process
7. Before implementing this practice, it is necessary to assess whether employees are sufficiently involved in the functioning of the court – in the case of a negative evaluation, the competition may meet with a mediocre response and deepen the negative attitude

Description of the functioning of the practice

The essence of the competition is to increase the potential of the organization through the implementation of solutions that improve work

1. Most often these will be solutions at the basic level
2. The opportunity to gain knowledge about the practical application of work procedures cannot be overestimated
3. It is important that the proposals are collected and evaluated within the given deadline – exceeding it may result in the loss of interest of the staff
4. As a rule, the competition should be held periodically
5. A prize should be awarded for the awarded works – depending on the form adopted, it can be financial or other, but of a motivating nature
6. There should be a rule according to which all ideas are implemented and rewarded, but this does not exclude rewarding an idea that cannot be implemented at the moment

Benefits

1. When conducting a competition, such benefits are of two types
2. First of all, there are guaranteed benefits related to motivating employees
3. However, this requires adherence to deadlines, setting a reward, and sufficient commitment from the organizing team
4. These benefits translate into a team of employees in such a way that they set a common goal – improving the work of the team and offer individual benefits (regardless of their type)
5. The second type of benefit depends on the results of the competition itself

6. The range of possible improvements is very wide and can be an effective support for the organization of work
7. However, it is necessary to implement ideas and show the possibility of obtaining individual benefits by employees while supporting the court's activities

Cost of implementation

1. Depending on the version of the prize adopted in the competition, it may entail consequences for the court's budget
2. Costs of the competition preparation team
3. Cost associated with the implementation of the ideas from the competition

Other necessary expenditures/activities

1. It is necessary to prepare the rules of the competition