

Harmony: Key to Employee Engagement (Ps. 133)

Psalm 133 speaks to the importance of a pleasant or a harmonious workplace. Psalm 133 speaks of “brothers” and many of us wonder how that is applicable to a workplace. I remember the term “brothers in arm” used by members of our military as they speak of one another. If we see the marketplace as a place where teams are engaged in battle for customer loyalty and spending power of customers, our team members should be seen as “brothers in arm”.

We all remember pleasant moments, people and experiences in life with tender feelings. We look forward to meeting pleasant people, having pleasant moments and experiences in life with excitement. Time flies when we are with pleasant people or experiencing pleasant moments. This should apply to our work life. People join, stay and strive for excellence in a workplace if they find the people and activities pleasant. An employer of choice is a workplace built on pleasant relationships. An employer of choice attracts and keeps employees and the employees are willing to say good things about the workplace, stay as employees and strive to give their best towards the achievement of the organization’s goals. Are you building an organization or team that is pleasant to work in or with? If you are not sure, you may need to consider if there is harmony or unity of purpose in your organization or team.

A pleasant person is a person that is agreeable; easy to get along with, friendly; and fair, not stormy. Harmony refers to having an agreement of feeling, ideas or actions; and getting along well together with others. A team or organization that does not experience harmony would struggle with achieving its goals or be ineffective; it would probably experience a waste of resources or be inefficient and its ability to deliver on its promises to users/buyers of its services or goods may be jeopardised.

When and where there is no harmony it becomes a struggle to be pleasant or to look forward to coming to work every day. With no harmony, employees will experience a lot of disagreements and division on issues that have no bearing to the delivery of services or goods to meet the needs of their customers and satisfy their shareholders and other stakeholders. Sometimes some employees go about discrediting others within the organization. Thus we are all encouraged to seek to live at peace with others as much as it is possible and work harmoniously with others to achieve corporate or team goals. We are encouraged to seek resolution of conflict in a constructive manner as soon as we notice there is a conflict. God will grant us grace to let the past remain in the past and move ahead as new creatures in Christ.

When we are a pleasant people, we show a good example unto others; and in the process we are able to draw people into our circle of influence. When there is harmony, working together in a team or workplace becomes a pleasant experience. Harmony is precious, valuable not cheap. It means efforts have to be made to achieve it; you cannot have it by sitting down and wishing it to happen. Harmony is refreshing as it reduces tension that saps our energy and gives us the drive to take our game to the next level as a team.

Harmony does not mean total agreement on all issues. Harmony simply refers to agreeing on purpose of the business and working as a team towards achieving set goals in spite of our differences on some issues. If we know we are representatives of God at our workplace we need to:

1. be more sensitive to and supportive of others on our team or in our workplace
2. be engaged and not withdraw from the team because we do not agree totally with certain individuals in the team or organization
3. share knowledge and resources that will ensure success of the work at hand

This is the beginning point of having a harmonious relationship and we are assured in Ps. 133 of God’s blessings being upon us as we do so.