



Positive Management Practices

Almost everyone thinks they're a good Manager. However, according to a Gallup Poll, 25 percent of U.S. Employees would fire their bosses if they could. That means that at least one in four Managers are failing. To keep yourself on the positive side of the equation, practice the following tips:

Communicate the big picture. If you want your employees to work hard, you've got to keep them in the loop. Open communication gives employees a sense of pride and it helps foster loyalty.

Earn your Employee's respect. You can develop trust and respect by showing an interest in the individual interests and development needs of each employee. Believe that all employees want to be successful and be part of a successful company

Recognize the value in each person. Every employee brings unique talents and skills into the workplace. Foster an environment where employee diversity and mutual respect are catalysts for creativity and team effectiveness.

Have the guts to hold everyone accountable. One of the fastest ways to destroy morale and the employee's will to do more is to allow the slackers to slack. Managers who address performance issues head on are seen as strong leaders with clear vision.

Be honest in all of your dealings and at all levels of the organization.

Be human. In today's complex world, we cannot afford to not recognize that employees have a life outside of work. And, in some cases, this life presents difficult challenges. The respected Manager shows compassion, listens and makes allowances where possible to show a human side. This doesn't mean that you have to play the role of counselor or therapist. On the contrary, you must keep the goals of the business clearly in mind, yet be flexible enough to help your employees through rough times.

Reward your employees. The easiest way to recognize a worker's contribution is to simply say thank you. Make certain that your employees know you value their efforts. Try using these positive statements:

"Thanks, that helped a lot."

"Look at the progress you've made."

"I like the way you handled that."

"I like the way you tackle a problem."

"I have confidence in your judgment."

For more information please contact your Employee Assistance Program at 800-862-3398.