

BLUEPRINT for BOSSES: Employee Management... Simplified

ARE YOU STRUGGLING WITH YOUR TEAM?



START BY ASKING YOURSELF THESE 4+1 QUESTIONS...

1. Did **you** hire the wrong person?
2. Did **you** give them the tools they need to do their job?
3. Did **you** tell them what you expect from them?
4. Are **you** sure they understood you?
1. Do **they** care about doing their job correctly?

**YOU HAVE A CLEAR 'COW STRATEGY'...
GENETICS, NUTRITION, CLEANLINESS, COMFORT, & CONSISTENCY.**

SO... WHAT'S YOUR 'PEOPLE STRATEGY'?



CLARIFY

How clear are your expectations? This is the work that needs to be done. This is who needs to do it. This is how it needs to be done. This is why it's important. When you do this, I'll do this.



COMMUNICATE

You can either rely on people's commonsense and their ability to read your mind... or, you can just tell them what you're thinking. Be specific, honest, and respectful. Do it frequently and in a timely manner. And remember, people also need to hear when they're doing things well.



CONNECT

Business (and life) is all about people. When people know that you care and that you have their best interests in mind, they'll trust you and want to help you. Until you connect with your people, they won't give you their best effort and you'll continue to struggle to get work done.



MANAGE

Managing isn't something you do AFTER you get all of your 'real work' done or when you finally 'have time'. Great managers make their team better by helping each person become more effective and efficient. Great managers show up and follow up to make sure everyone's doing their job.



RECOGNIZE

There's a difference between employees who do their work well, and those who do it poorly. Do you conduct evaluations and recognize performance differences, or do you just pay everyone the same? You get what you pay for... pay for performance.