

Fix the "micro-managed" employee

My sister Liz inspired this topic. She owns a highly successful public relations firm and we were talking recently about employee's pushing back when being "actively managed" She told me some accuse her of micro-managing. She is not losing sleep over it but she does feel it is hurting these employee's productivity. She feels it is important that she always have a handle on the current status of all projects so if she does not have a feel for it, she asks! In her mind it is a "deal with it" I need to know what I need to know. In my opinion both sides have valid points. MOST people do not like to be "closely questioned". This does negatively impact their attitude and poor attitude equals poor productivity. On the other hand it is her house and she does need to know what she needs to know.



John Gregory Vincent
"The Turnover Terminator"

Newsletter Spotlight

Get and read "Career Renaissance" by Jonathan Fields. A GREAT book. All about making a great living doing what you love. Not just rah rah stuff this book has **substance** for everyone!!!! Thank you CAPT Mike for sending it to me!

So how do you make this one a win/win?

This is right out of my speech and related workshop "There should be an "I" in TEAM".

The answer lies in one of my favorite phrases when seeking maximum productivity, "personal accountability". Teach your employee's how to take charge of themselves based on their individual motivators and you will have more engaged, empowered employees.

The reason we ask so many questions SHOULD be because we don't know what is going on. (If it is to check on HOW things are getting done you have a trust issue, a training issue, or BOTH). So the answer to what seems like a dilemma is actually very simple and goes something like this.....

"Frank, you feel I'm micro-managing you and I understand that. The reality is I need to know what is going on with what you do and I often am not sure so I ask. I think I have an opportunity for us to transform this in to a situation where I'm not running you down all the time, how does that sound? What are your initial thoughts? What I need are twice weekly updates on all projects. plus anytime there is a significant development as defined by the standards we put in place and agreed to last quarter. We can discuss the specifics of what I need in the updates when we get together to figure out what times each week work best for both of us. So let's pick a time when we can sit down and figure out the specifics to make this most efficient and effective for both of us. I'm open to any and all thoughts you have as long as it gets me the information I need in a timely fashion. This puts you in charge and I will have all the information I need. How does that sound? What questions do you have at this time?

We think we don't have to sell what we need to subordinates and you really don't, unless of course you want these employees to operate at maximum productivity and want to retain them. Put the ownership where it belongs, ON THEM. Oh and by the way if your are the one FEELING micro managed do this in reverse. Tell your boss in order to make sure they have everything they need and to make sure things go as smoothly as possible you would like to get together for a brief meeting and put in place a way for you to keep them in the loop without them having to come find you. It is to make it easier for THEM. Translation LEAVE ME ALONE :) See this works for BOTH sides and it will work most of the time. Like everything I talk about in my speeches and workshops this is about reducing frustration, and stress and maximizing productivity and retention, both THEIRS, (whomever "THEY are) and YOURS. WILL IT EVER BE PERFECT? NOOOOOO. But that's O.K.

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