

Don't Rules

I have worked with so many CEO, GM and Managers in my professional life. By watching closely how they manage employees was a great learning for me. Also gone through with different books, websites, learning lessons and even attended several seminars but, still could not find clear description of what not to do to be a good boss.

There are so many other general rules about workplace but the one I really like is “No Touching” of employees, of clients, of distributors. Anything other than a handshake is outside the boundaries of professionalism. In our country we love to show affection to our employees, clients or anyone being part of our business by hugging them. Although it is a major part of our culture and tradition but diffidently in my books it is against professionalism.

Like all other great “don't rules” *no touching* should be the first one to follow. It is actually freeing while it places a limit on a manager's behavior. It has the effect of eliminating all kinds of mixed messages that can confuse people and choke work and creativity.

I suggest few more “don't rules” for CEOs, GMs and Managers.

“*Don't try to fix problem between two people*”. Whenever you try to fix this sort of problem, you end up with new problem.

“*Don't bail people out*”. They will learn only that you are there to help them. Result will be that, you will end up doing their job.

“*Don't fall in love with companies*”. Your company may not but people last for sure.

“*Don't be responsible for other people's careers*”. People reporting to you are your responsibility but only for their jobs, not for their careers.

“*Don't always listen to the loudest person in the meeting*”. The person with high volume is not always the person with best ideas. Most of the time people try to cover the weaknesses.

“*Don't rely on the same people to do the same things*”. Once if someone performs on something, there is a temptation to use the same person again, but that can create overconfidence situation and also can demotivates the whole team.

“*Don't wait for employees to come to you when they are unhappy*”. You should know when they are unhappy before they are unhappy.

I can go on and on with this DON'T approach. But lastly I would like to disclose the best and interesting part about “don't” approach is that it requires less time, efforts, money,

meetings etc. than the “do” approach. As a matter of fact it requires none of those things. You can run the business without following “do” approach as I think we all must have learn in training sessions & seminars Dos & Don'ts measures.

At the end I like to request all that, if you like please DO comments on my thoughts. DON'T comments on the picture. Regards

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