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Professional Speaking & Corporate Training, LLC

Spring 2007

Theme: Management Advice – American Idol Style



When it comes to training and consulting, I am the Paula Abdul of trainers! I hate being the bearer of bad news. I'm probably a little too nice, (*unless you make me mad*), and I drink way too much Coke!

Simon may be the judge you love to hate, but you have to admit, the man tells it like it is! 'No holds barred, no sugar coating, and with the exception of his gross under-estimation of Ms. Jennifer Hudson, he knows what he's talking about.

I have been in the workplace performance business for a very long time. I have seen and heard it all. Every manager thinks that his/her problem is unique, but it's not. People are people. They have different names, come in different sizes, have different job titles, but their issues are the same. And so, for today and today only, I'm sharing what I know to be true about managing in today's workplace.....

.....the Simon Cowell way.....

You can't motivate your employees, so get over it! Motivation comes from *within*. You can inspire them, educate them, scold them, but you can't *motivate* them. Thinking you can motivate an employee is as ridiculous as thinking you can make someone fall in love with you! Re-direct your energy into creating a work environment where employees are treated with trust and respect, recognized for doing a good job and communicate how much you value what they do. Then let the chips fall where they may!

People are not stupid. Everyone knows that we put time and energy into the things (and people) we *care* about. Saying "I'm too busy" is the same as saying someone is not a priority to you. And when an employee comes to you with a problem.... STOP! Stop typing, stop reading, stop taking calls. Just *listen*.

Practice what Mom taught you. Say thank you. It doesn't matter if it IS their job, manners count! And a few "good jobs" and "I'm proud of you" won't kill you either!

Silence is NOT golden. Ignoring a problem will not make it go away. It only makes it worse. Show some guts. If someone comes to work dressed inappropriately, send them home to change. It's not time to go clubbing and we shouldn't dress like it is!

If your employees only see you when there's a problem, you're the problem! You have feet. Use them! If you're in construction, get out to the site once in a while. If you're in banking, drop by the branches. If you work in a hospital, walk that hall. It's called PR for a reason, people!

Don't neglect your high performers. There is nothing more annoying than watching the problem child get all the attention!

Bad attitude spreads like a disease. Sometimes the best treatment is to get to the source and remove it! (*You better let Paula handle this one, though!*) ☺

There! I've said it! If you want to win at *Management Idol*, you need to hear the truth. As Simon says, "I'm telling you this for your own good."

If you want me to continue in this competition, call (301) 293-41-95 (insert "*call me*" sign) and vote to have **Julie** train your management team!

Contact me for more information on a new workshop on managing conflict.

"Conflict is for the Birds"

Created by the Centre for Conflict Resolution International

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