



SENIC Battlecards

Micro-management

Micromanagement is a curse. Successful leaders know that they are paid to motivate and inspire, but managers who try to do the work themselves are doing it the hard way.

It's one of the most common management mistakes around. Sooner or later, every evolving business manager falls prey to the dreaded accusation of micromanagement. The accuser is usually an employee who feels that he or she has been undermined, underrated, or just plain underappreciated. From your standpoint, you've done nothing wrong. It's your responsibility and at the end of the day you are the one who will be in the firing line. So what's the big deal? The big deal is that although it is your responsibility, you need a team to make it work. If your team is going to succeed, you need to learn how to work together - as a team. To do that, every member of the team needs to understand their role and know they are making a valuable contribution to the team's goals.

Micromanagement undercuts the whole team concept because it tells people that their contributions are insignificant. Even worse, it leaves them with the impression that you don't trust them to do the job you hired them to do, and without trust you're going to have a hard time achieving success.

Cut the cord. If you've fallen into the habit of micromanaging your staff, the first step toward change is making a conscious decision to cut the cord - to give your staff the freedom they need to do their jobs without

constant supervision. This may be uncomfortable for you at first, especially if you're used to keeping very close tabs. But keep at it! Before long, employee morale will improve and your productivity will go through the roof.

Stay positive. Sometimes what staff interpret as micromanagement is really just a lack of positive reinforcement from their boss. When someone does a good job, don't be stingy with your praise. Staff will be less defensive when you stop in to check on progress.

Give them the freedom to fail. Failure is a fact of life. So the question isn't whether or not your staff are going to make mistakes, but how you react to those mistakes. Any inventor will tell you that failure can be a great learning experience. If you treat mistakes as learning experiences, they will respect you for it. But if you use their mistakes as an excuse to micromanage them, they will resent you.

Stay close from a distance. Avoiding micromanagement doesn't mean that you have to stop managing. It's reasonable for you to expect results and periodic progress reports. You can continue to keep an eye on what's happening in your workplace, but try to do it from a distance. Achieve the same results from a less "intimate" distance by written reports, e-mail, or periodic walk-throughs.



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1800-GENESYS
info@genesys.ie
www.genesys.ie