

Five Major Management Mistakes After You Hire

1-Assuming new Employees high motivation will stay that way.

Hopefully they start with high motivation, but your actions must strengthen it with solid plans to get them on board, show them their role and expectations, and support their success. Employers who support and reinforce Employee success receive better efforts in return.

(Think of your own best/worst new job orientations! Overwhelming, ignoring, or tossing newcomers into the fray saps their confidence and motivation-Don't do it!)

2-Assuming new Employees will “just figure it out”.

This is unlikely, or it takes time. Even experienced newcomers need to learn *how you want things done*. Walk through expectations in detail, reinforce them well, then back off in time, when you are satisfied they are on track.

(Managers with well-founded confidence in their Employees are less stressed and get more done.)

3-Not Managing Your Working Relationship.

Employees & Managers need to trust that each is supporting the others' success. To build a solid working relationship, Managers should initially meet often with newcomers to show the way, stress priorities and encourage questions to help them learn. Once a strong link is established, both are more productive and meetings less frequent.

(As we know, poor Manager-Employee relationships cause high stress, turnover and poor performance.)

4-Not being clear.

To prevent confusion, conflict and many other time wasting issues, all Employees need to know relevant policies, practices and norms. Employers can clarify Employee rights and obligations through orientations, briefings and posting of key policies (e.g. code of conduct, harassment, safety, etc) and reinforce norms Employees are expected to meet.

(When Employees know the rules and expectations, the vast majority work within them, and operations are smoother.)

5-Overreacting to errors or problems!

Stuff happens! Most Employees want to do a good job. Employees need confidence to make an effort and if errors happen, that a thoughtful approach to resolving and preventing issues will be followed. You can prevent errors and build Employee confidence by training & coaching well, even if mistakes happen.

Employees should not fear you, but see you as a problem solver.

(For the few Employees who do not contribute, more firm steps are needed. Carefully consider if the problem was, they *couldn't* do the job, vs, *wouldn't* do the job! Find out the reason, then act.)

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