

Day 1: Lessons Learned as an Adviser to Entrepreneurs

Business owners and managers:

You probably began working in your chosen field because you wanted to help your employees and/or co-workers produce and sell the best quality products they can. Owners, you had hopes of being the best leader out there, tackling all the hard office-related issues head on. Managers, you desired to take your fellow employees under your wing and provide guidance within their specific duties and skill sets.

Along the way, though, you all came to realize that not everything is cut and dried. Certainly, nothing is perfect, and on the job you began to experience some common pain points related to business growth, quality, and consistency.

You may have seen the higher ups in your business try to “fix” their employees -- with little success -- by using reward and punishment systems. You may have witnessed poor documentation of business processes that led only to the detriment of future employees. And you may have seen employee morale sink as a result of them not feeling like part of a team and not being challenged in the workplace.

Fortunately, if you know more about the details of these pain points, you can more easily improve any situations which may be present in your own environment. This email series will discuss six issues that relate to many businesses and their employees along with ways to address these issues:

1. Reward and punishment systems
2. The necessity of business documentation
3. The downsides of process flow diagrams
4. The power of a process checklist
5. Managing knowledge workers
6. Allowing your business to act like an orchestra

Next time, you will discover the nature of punishments and rewards and how they don't always make for the most productive, most motivated, or happiest employees.

Stick around!