



10 SURE FIRE WAYS TO SUCCESSFULLY SINK AN ORGANIZATION

Successfully Sink an Organization - Huh?

Is it possible to spend so much time focusing on building success that we just might overlook some of the common traps that can hurt, or perhaps even sink an organization?

The answer, perhaps surprisingly, is yes, as demonstrated in the following examples.

Surrounding Yourself with Yes People

"Yes" people have the remarkable ability to tell you exactly what they think you *want* to hear, instead of telling you what you *need* to hear. Soliciting input from those that have the expertise necessary to provide an alternative perspective will allow you to make informed and judicious decisions.

Letting Your Ego Get in the Way

Have you ever noticed that successful people are almost always surrounded by other successful people? Accept the fact that you don't have all the answers, all the time, and seek out those that can help you achieve and maintain success.

Being Satisfied with Business as Usual

It's safe to assume that your competitors are looking for ways to improve their products or service delivery, and you should be doing the same.

Failing to Recognize Employees

Regardless of position or title, everyone in your organization plays an important role toward the successful achievement of goals and objectives.

Taking the time to acknowledge employee efforts and demonstrate sincere appreciation will help you to retain top talent.

Working without a Plan

Without a clear plan of action, your organization can spend more time and energy putting out fires instead of moving forward with important business objectives.

If you've ever worked in an environment where all major decisions are the result of knee jerk reactions instead of

comprehensive and strategic planning efforts, then you know exactly what I'm talking about!

Demonstrating a Lack of Respect

Yeah, we get it...you're the boss. If you operate under the belief that this gives you free license to belittle, condescend, demand, or be otherwise unpleasant, you might want to stop and rethink the situation.

Treating others with respect will ultimately help you to build respect. Many studies have suggested that employee performance, satisfaction, and loyalty increase significantly in an environment based on trust and respect.

Being a Poor Communicator

As a high level leader, employees are going to look to you for information, guidance, and direction. If you can't provide this, then chances are good that employees will come up with their own version of what they *think* is going on.

Hmmmm....and people always wonder how the rumor mill or grapevine thrives within their organization!

Being Unethical

If your actions aren't worthy of trust and respect, it's a sure bet that employees, and eventually customers will have nothing good to say about you or the company.

Being Out of Touch with Customers

Who really cares if you have the latest and greatest product or service, if it isn't what your customers want or need?

Instead of trying to convince them, why not deliver exactly what they've been asking for all along? Complaints often provide the greatest source of opportunity, as long as you make sure to listen, and then act accordingly.

Fishing in the Company Pond

Using the organization as your personal dating service not only feeds the rumor mill, but exposes both your and the company to potential claims of sexual harassment, nepotism, or maintaining a hostile work environment.