



People Management

By

Jim Roman

Speaker Trainer Consultant

Jim Roman
Business Development Expert



Jim Roman
Business Development Expert



Jim Roman
Business Development Expert



Jim Roman
Business Development Expert



Jim Roman
Business Development Expert

Today

Tips & Tools

Before During & After



FAQ's

Disclaimer

“Manage the Process
not the people”

What Employees Want

The Growth Coach research and writings have identified ten primary items that employees want in their "employment package". And, perhaps surprisingly, money isn't one of them! Let's get started with a description of each and then relate all back to integrating them into a checklist for success that will add velocity and an upward trajectory to goal achievement.

1. To know the vision, direction and priorities of the organization (organizational clarity). Employees want to feel like they are "in the know" when it comes to the company's goals, anticipated changes, product/service developments and even critical challenges due to market conditions and/or regulatory matters. As the business

What Employees Want

The Growth Coach research and writings have identified ten primary items that employees want in their "employment package". And, perhaps surprisingly, money isn't one of them! Let's get started with a description of each and then relate all back to integrating them into a checklist for success that will add velocity and an upward trajectory to goal achievement.

1. To know the vision, direction and priorities of the organization (organizational clarity). Employees want to feel like they are "in the know" when it comes to the company's goals, anticipated changes, product/service developments and even critical challenges due to market conditions and/or regulatory matters. As the business owner, your job is to satisfy this need by being transparent enough to show a willingness to be open. However, that does not necessarily mean sharing every detail with every employee.

2. To know their roles, responsibilities and what is expected of them. Much of this desire centers on a sense of job security. That is not to say "guaranteed lifetime employment". It does mean knowing what performance standards are required and accepted as meeting the employer's expectations. Management's job is to clearly state goals and objectives, plus make them both attainable and measurable.

3. To feel appreciated and valued - that their work and ideas matter. One recent study revealed that 75% of employees want their manager to appreciate them for who they are and what they do. This is more than just a cry for "Stroke me, Boss". Employees want to feel proud of what they do for a living, and to be recognized for their contributions to the organization.

10. To have an emotionally connected, competent manager/leader of character supporting them. Employees want a boss they respect. Respect is earned in part by demonstrating fairness, honesty, mutual trust, accessibility, holding people accountable, fostering teamwork, and a genuine caring about each employee.

www.thegrowthcoach.com

What Employees Want

The Growth Coach

1. To know the vision, direction and priorities of the organization
2. To know their roles, responsibilities and what is expected of them
3. To feel appreciated and valued – that their work and ideas matter

What Employees Want

The Growth Coach

4. To be coached, challenged, motivated and held accountable
5. To have the right tools, training and authority to do their jobs
6. To contribute in a meaningful way

What Employees Want

The Growth Coach

7. To utilize their talents in the best way possible

8. To have a say in the direction and goals of the company

9. For a chance to grow and develop – reach their potential

What Employees Want

The Growth Coach

10. To have an emotionally connected, competent manager/leader of character supporting them

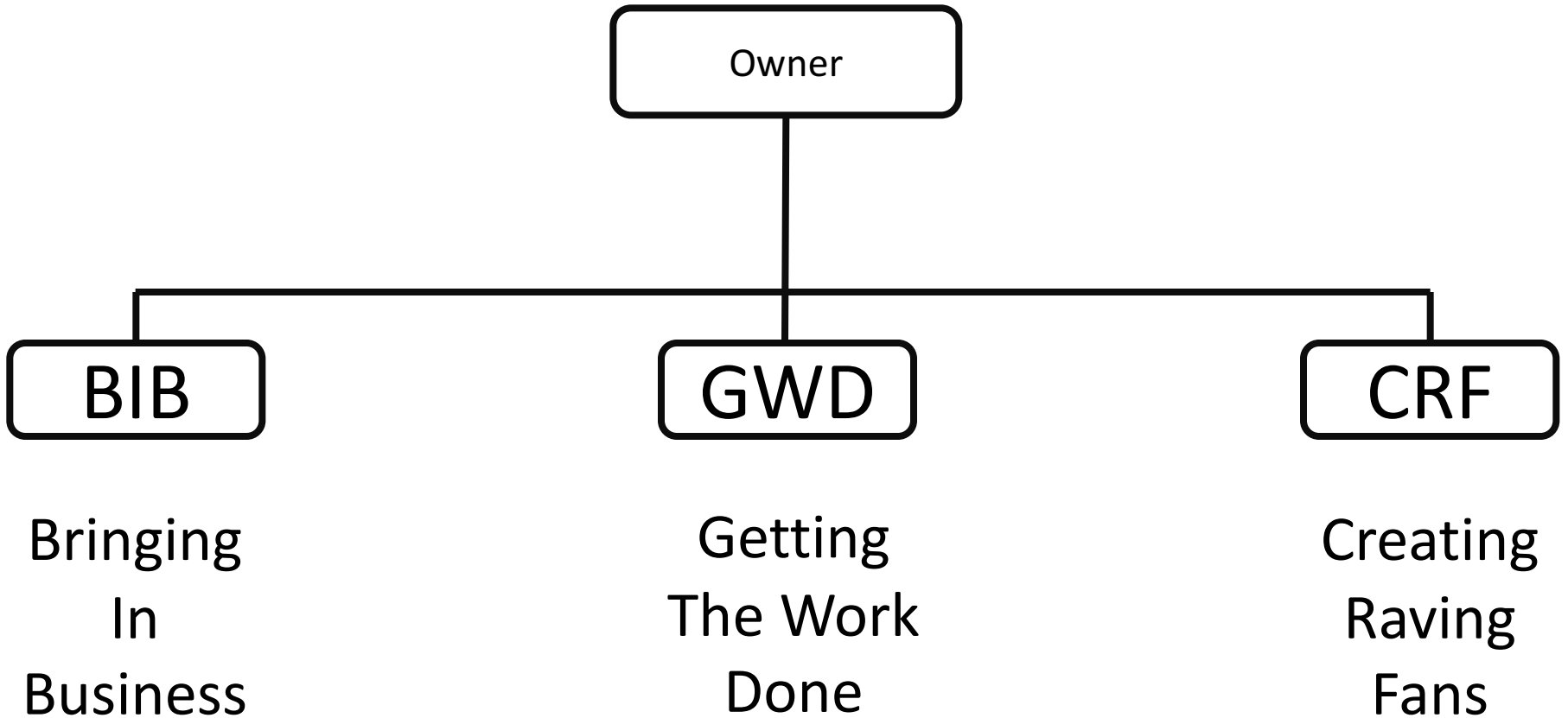
**Where do
you begin?**

Vision & Mission

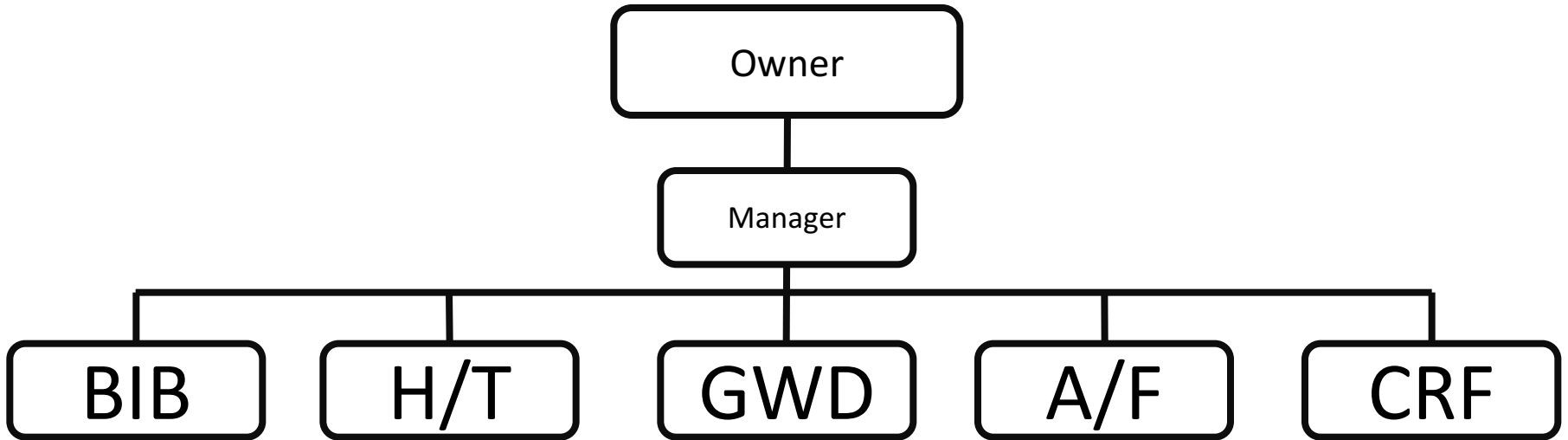
Corporate Culture

Organizational Stability & Structure

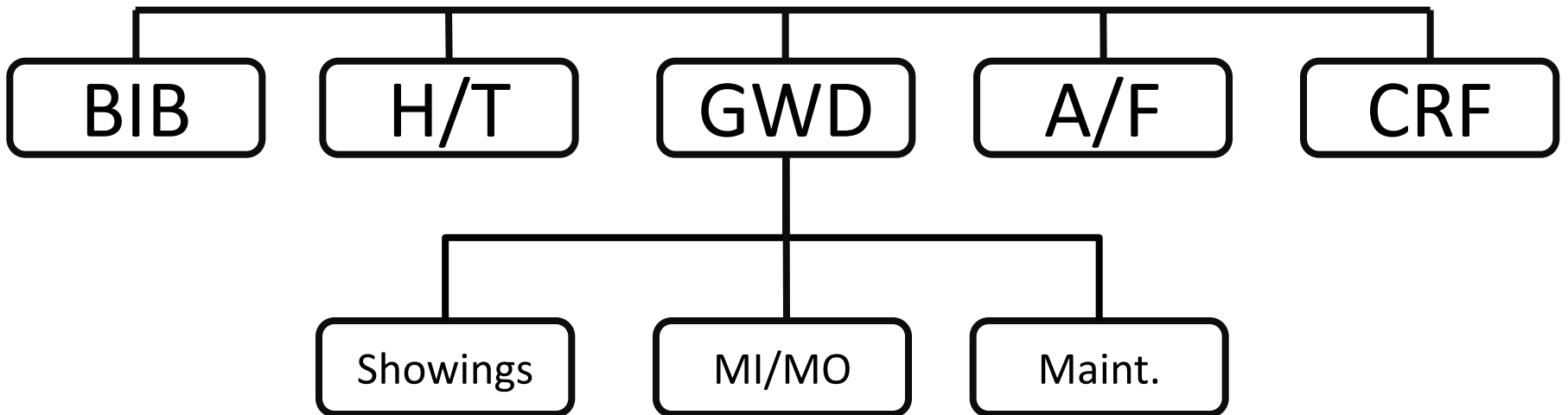
WHAT do you want it to look like?



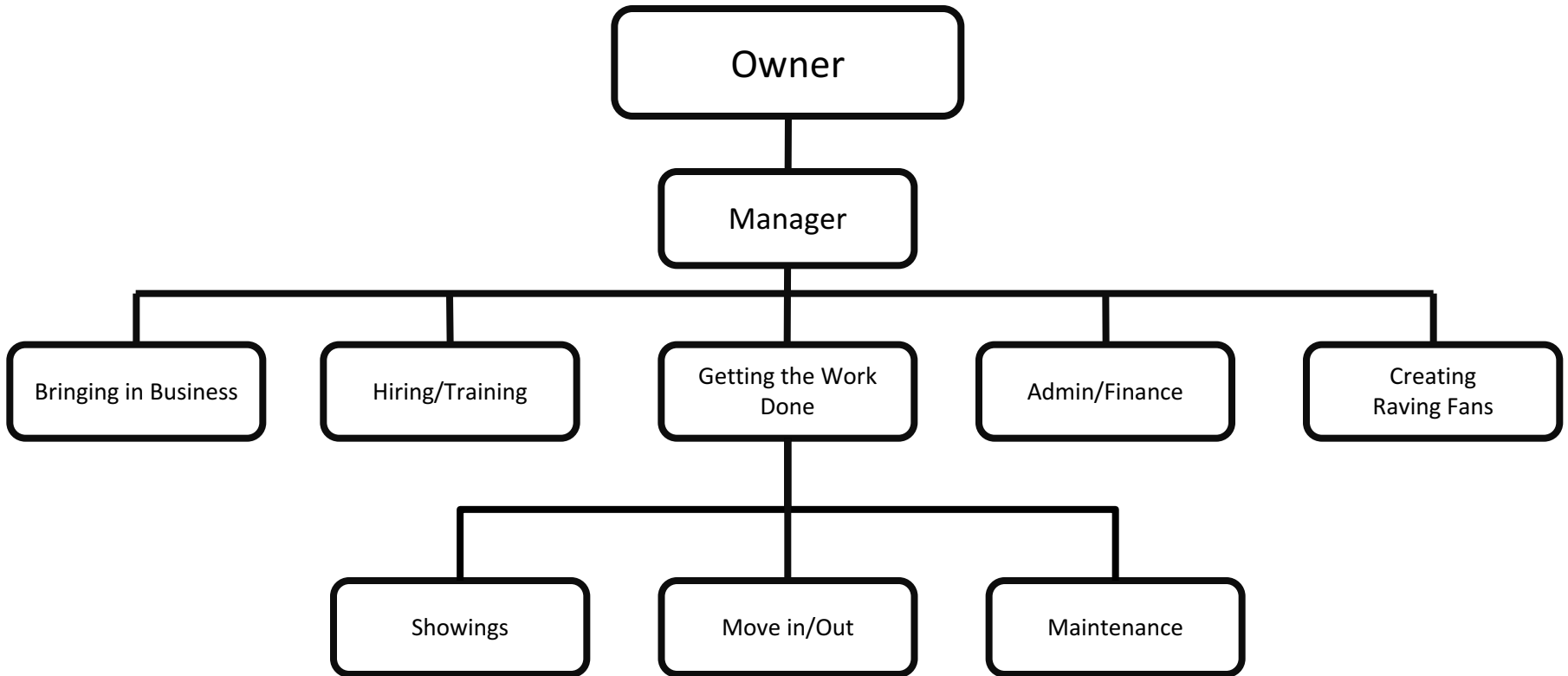
Who do you WANT on your team?



Who do you WANT on your team?



What do you want your Organization to look like?



Who is going to do what?

Hiring Process?

Before • During • After

Before	During	After

Hiring Process?

Before • During • After

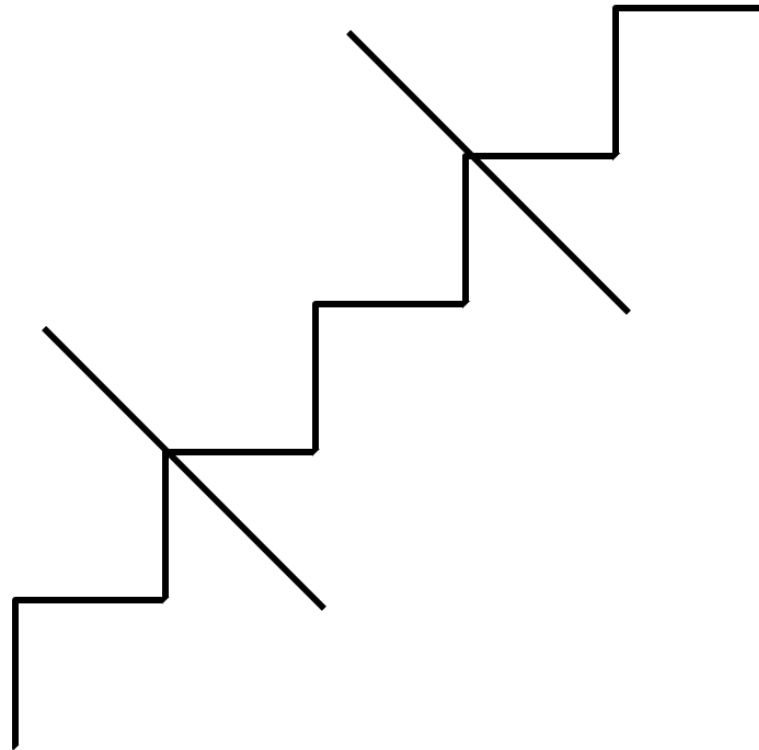
Before	During	After
Finding	Vetting	Onboarding
Vision & Mission	Ask about V & M	Orientation
Organizational Chart	See themselves	Development
Job Description	Setting Expectations	Praise
Attract	Hiring	Performance

Onboarding & Orientation

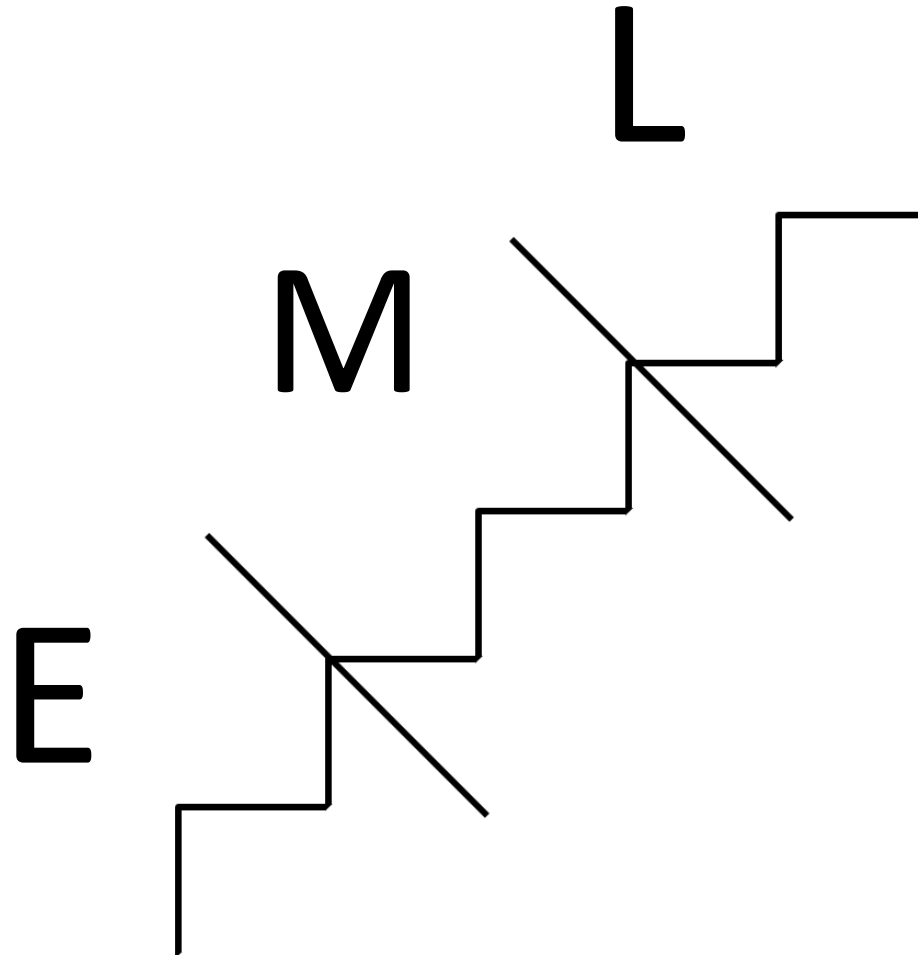
The EML Model™



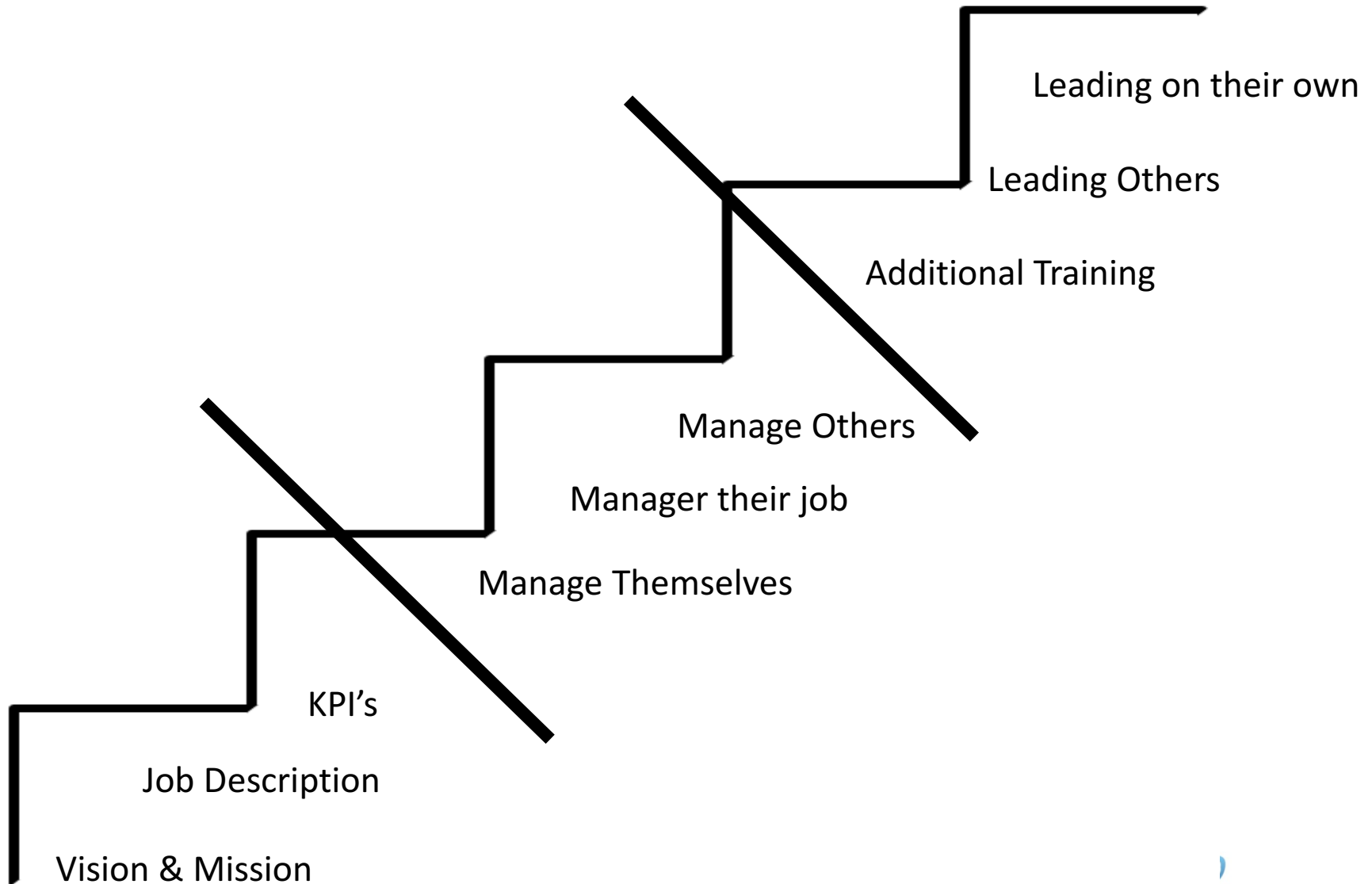
The EML Model™



The EML Model™



The EML Model™



The EML Model™

E

- Vision & Mission
 - Job Description (w/ acct. checklist)
 - Key Performance Indicators (KPI's)
-

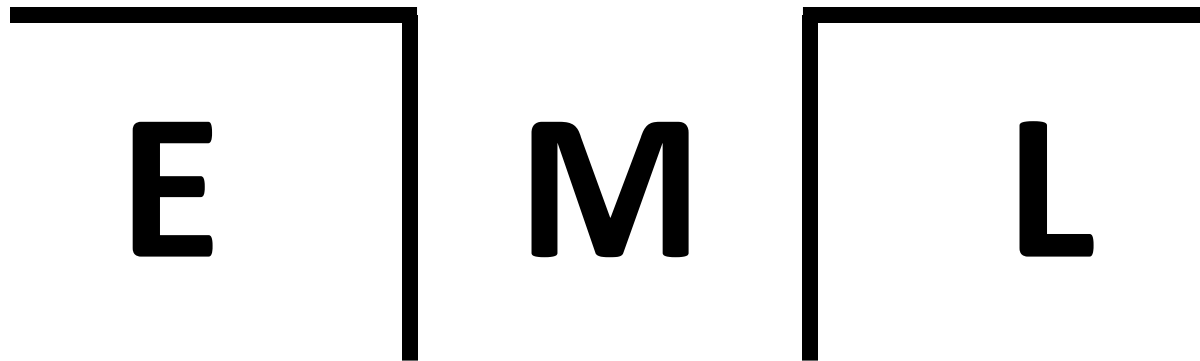
M

- Manage Themselves (dev. plan)
 - Manage their Job
 - Manager Others (fill in)
-

L

- Additional Training (initiative)
- Leading Others (being followed)
- Leading on their Own

The EML Model™



FAQ's

FAQ's

- Do you hire for Skills or Talent?
- Assessments?
- What if you are dealing with family?
- Annual Reviews?
- Millennials?
- Reward Employees?
- How do you motivate employees?

What Employees Want

The Growth Coach research and writings have identified ten primary items that employees want in their "employment package". And, perhaps surprisingly, money isn't one of them! Let's get started with a description of each and then relate all back to integrating them into a checklist for success that will add velocity and an upward trajectory to goal achievement.

1. To know the vision, direction and priorities of the organization (organizational clarity). Employees want to feel like they are "in the know" when it comes to the company's goals, anticipated changes, product/service developments and even critical challenges due to market conditions and/or regulatory matters. As the business

What Employees Want

The Growth Coach research and writings have identified ten primary items that employees want in their "employment package". And, perhaps surprisingly, money isn't one of them! Let's get started with a description of each and then relate all back to integrating them into a checklist for success that will add velocity and an upward trajectory to goal achievement.

1. To know the vision, direction and priorities of the organization (organizational clarity). Employees want to feel like they are "in the know" when it comes to the company's goals, anticipated changes, product/service developments and even critical challenges due to market conditions and/or regulatory matters. As the business owner, your job is to satisfy this desire by being transparent enough to show a willingness to be open. However, that does not necessarily mean sharing every detail with every employee.

2. To know their roles, responsibilities and what is expected of them. Much of this desire centers on a sense of job security. That is not to say "guaranteed lifetime employment". It does mean knowing what performance standards are required and accepted as meeting the employer's expectations. Management's job is to clearly state goals and objectives, plus make them both attainable and measurable.

3. To feel appreciated and valued - that their work and ideas matter. One recent study revealed that 75% of employees want their manager to appreciate them for who they are and what they do. This is more than just a cry for "Stroke me, Boss". Employees want to feel proud of what they do for a living, and to be recognized for their contributions to the organization.

10. To have an emotionally connected, competent manager/leader of character supporting them. Employees want a boss they respect. Respect is earned in part by demonstrating fairness, honesty, mutual trust, accessibility, holding people accountable, fostering teamwork, and a genuine caring about each employee.

www.thegrowthcoach.com

Keep Score

**Thank
You**

Questions?

Contact Information



WEB | www.JimRomanOnline.com



Twitter | [JimRomanOnline](https://twitter.com/JimRomanOnline)



Facebook | [JimRomanOnline](https://www.facebook.com/JimRomanOnline)

Phone: 804-938-8326

Free Resources @

www.JimRomanOnline.com/BrokerOwner

The Employee-Motivation Checklist

Of course you want employees who are happy, motivated, and productive—who doesn't? Following each of these simple steps will get you where you want to be.

A landscape photograph showing a large, spreading tree with autumn-colored foliage (orange and yellow) standing in a field. The field is divided into sections by thin lines, possibly furrows or small paths. The foreground is a dark, reddish-brown soil. The background is a vast, green field under a clear sky. In the upper right corner, there is a black rectangular box containing the text "FAST COMPANY" in white, serif, all-caps font.

FAST COMPANY