

Seven things great managers do differently

It is often said that great people don't do different things, they just do things differently. Whether you are corporate professional or business personnel, you need to manage people efficiently. Different people use different techniques but if you observe great managers, they do have some commonalities amongst themselves.

1 To be a good manager, you must set clear expectations for your team. People working under you must know what you expect from them over a certain time frame. If this is not clearly defined and agreed upon both ways, there can be a lot of confusion when the deadline comes and you'll find unhappy faces and blame games all over the place. This is why it's very important to discuss in detail with the whole team and clarify wherever needed.

2 Creating positive environment is another key issue that is effectively handled by a great manager. There are lots of organizations where employees just cannot perform at their best simply because of corporate politics, unhealthy debates and practices of negative criticism. Great managers always try to keep transparency and inspire team members to do the same.

3 Every individual is different. You cannot use the same tactics for each and every one. Things don't work this way! Great managers try to learn what is unique about each person and capitalize on that. Everyone is good at something. If that uniqueness can be identified, it becomes easier to match the skills and improve the productivity.

4 If we look at our own skills, we can certainly realize that for some specific skills, we are quite strong while for some other skills, we have some weakness. Now, when you become a manager and you're trying to improve the skill level of your team members, what would you do? Will you try to improve the weak areas of a particular person or try to strengthen his/her strong areas? Leveraging an employee's strengths can reap much better outcomes than attempting to better their weak spots and great managers do that exactly. If someone is pretty weak in an area, it already means s/he has lesser interest on that. Therefore, productivity wise, it doesn't make big difference. On the other hand, if we can emphasize on the strong areas and try to strengthen it further, it can motivate that particular employee to achieve more and that results in higher productivity and better output.

5 Some managers are quite reluctant to appreciate their subordinates because they think it will make them complacent. This is completely wrong way of managing people! We are human being and by nature we like to get appreciated for the things we do. If someone does good job, we must praise and

recognize excellence immediately. Great managers never make it too late to appreciate.

6 In our personal life, we make lots of emotional decisions and follow our heart instead of our head. However, for a business, there is no room for such kind of decisions. However, as human being, we can't really come out of that shell often. Great managers never make any emotional decision; they keep their emotions out of their way and use their logic instead. You might need to fire someone or shut down a unit at some point of time – these are truly critical decisions to make. If you become emotional, it will hinder you in

making the right decisions and this one decision might be good enough to sink you deep down.

7 Last but not the least, show people that you care about them. If you are a manager, you need to take care of people you're managing. They might need some extra leave here and there, they might need your inspired words when they are morally down, they might need to get boosted when things are not going on well and so on. If they find you taking care of their needs and their expectations, they will also take care of you in return.

With over ten years of managerial

experience in corporate level, I'm still trying to master these skills and also sharing my experience through different workshops. It's not so difficult, you just need to be conscious and be open to learn. Others can be good but you have the potential to be great. Check how many of these seven you are following and note down the ones that you're still not. I'm sure you can improve and be a great manager eventually.

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M MURSHED HAIDER

Embrace failure

Accept and make the most out of a catastrophe

We all come across failure every now and then. Instead of being a crybaby, we can use the disaster to try learning something from what seems to be the greatest mistake of our lives. Most of us were raised to avoid the 'F' word (failure, that is) at any cost to spare being yelled at by parents when that report card came home. Passing exams with flying colors doesn't necessarily indicate success in future. Failure is a much needed component for potential successful future. Failure is the new black. Here's how you should embrace failure -

Acknowledge the shortcomings

Some failures are completely obvious. Having a blindfold around your eyes can't help you. The first step is to acknowledge the shortcomings. If that hot new product you launched languishes unsold, do you officially declare it a failure? Do you plan a new promotional campaign, reasoning that once customers get to know the product they'll love it after all? Or maybe you simply move it lower on your home page and leave it at that? Whichever course you choose, you'll help yourself and your employees if you openly acknowledge that at least the initial launch has failed. Chances are they already know. Giving everyone permission to talk about a failure as such means that learning can begin. "Admitting that there is a problem is the first step. There won't ever be a solution if you don't recognize the problem" says Md. Zakaria Rahman, assistant manager of Masthead PR. Acknowledge but don't accept shortcomings. These can and must change.

Look back at mistakes

Even though there can be thousands of reasons behind a failed project or product, you should first try to determine the mistakes of your team. This is tricky, because it may sound like you're trying to assign blame. It needs to be made clear that it's not a blame-game. You simply want to know why the endeavor failed, so you can either do better next time around or choose a different direction. "We sometimes listen to a plan and it can sound breathtaking the first time. Let's-see-what-happens attitude sometimes set the path to failure. It happens to everyone at first. I now try to evaluate outcomes and have a plan even before launching a project. Going with the plan

without taking measures is a definite mistake and you should correct it as soon as you can", said Arman Rosul, Director of Paperfox. Looking back at mistakes and remembering them can minimize errors in the next project.

Keep record

Sometimes we want to get past things and forget all about it. While that is the secret to a successful future, we all misunderstand the whole idea of leaving bad experiences behind. Recently, a friend who's a senior brand executive at a company told me, "I like to forget all the things that went wrong", when I tried reminding him of his last blunder. The only problem with such an attitude is you never learn. As important as it is to let the blunders fade, you should always make a list of things that went wrong. That's the secret to being successful. There is nothing wrong with leaving bad experiences behind as long as you make a list of mistakes and agree on not running them again.

Make lemonade

We all know the saying, "when life gives you lemons, make lemonade." The real payoff from failure comes when you take the lessons you've learned and use them for whatever you do next. What lessons did you learn from your most recent failure and how will you apply them to the rest of your life? That's the next step. Also, it's a mistake when you do something wrong once. If you keep doing the same task wrong over and over again, you

are quite the lost case. The secret is to assess the mistakes and learn from them. Recognize the opportunities from the catastrophe and make the best out of it.

It's all about attitude

Losing reflects a score, but failure reflects an attitude. Without the right attitude, it's hard to get back up. Sometimes unexpected outcomes can affect us mentally. Keeping a positive attitude towards collapse is more important than you might think it is. Some people often give up on their dreams only because it went wrong the first time. You want to know a secret? It went wrong for most people- even the most successful people you know. There wouldn't have been Ford Motor Company if Henry Ford gave up because his first five businesses had failed. He took the lessons and kept going forward. Keep that attitude open and accepting and you're going to help grow your company's ability to learn and improve. Trying out something different and new can always be difficult. You never know what will happen unless you do it the first time. We all are bound to make mistakes. It's on us to learn or ignore the mistakes and act accordingly the next time.

For a change, consider failure in a positive light: embrace it. If you're not failing, maybe you're not trying hard enough. Does it mean failure is good phenomenon? It is only beneficial only if you learn something useful from it. So make sure you get your money's worth next time you fail at something.

—AF KAMAL

Bangladesh's first intelligent job site at the Web Summit'13

Loosemonkies.com, Bangladesh's first intelligent job portal, has recently participated at the World Web Summit where it has attained international recognition as one of the World's hardest working startups. Loosemonkies has been currently placed in the third position out of over 700 global participating companies. The ranks of the participating companies in the Web Summit are based on the number of votes each participant attains. With over 4,000 votes from all across the world, Loosemonkies has attained global acknowledgment for its innovative recruitment solutions. The final results of the summit have been revealed on the second day of the Summit on the 30th of October, 2013 in Dublin, Ireland.

Nadimur Rahman, CEO of Loosemonkies.com said, "This is the first time any organization let alone online job board which is driven by Bangladeshi tech support, has reached such great heights at the Web Summit. This is a proud moment for our team. We believe this platform is a step forward towards branding the country's talents and developing the HR industry for our community. We have received great response from many different types of organization who have shown great interest in our HR platform and believe that Loosemonkies has the potential to change the HR industry. Loosemonkies strives to foster an engaged community between job seekers and employers through instant feedback and its other innovative features such as the chat functionality."

The Web Summit is an international event where the top CEO's of the World's most revolutionary companies, CTO's, HR Managers and Sales Managers attend to experience the change and development in terms of technology around the globe. The Summit also acknowledges the most ground-breaking start up innovations in different categories. Global leaders in business startup and web/mobile applications attended the Summit as speakers.

Loosemonkies.com, an online job portal, was launched on the 28th of August, 2013 in the capital city of Dhaka. Around 90% of the hard core coding of this talent acquisition website has been done by local experts. However overall, Loosemonkies is a collaborated effort between IT specialists from both North America and Bangladesh. Since its inception.

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