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Managing People: 5 Tactics For Improving Yourself And Your Employees

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The best gift a manager can give her/his employees is inspiring and teaching employees how to become more resilient so they can implement their abilities and willingness to take any situation and make it into something better and more life-enhancing.

"The truth is, everything that has happened in my life... that I thought was a crushing event at the time, has turned out for the better." -- Warren Buffett (1930 -) -- American businessman and philanthropist.

resilience: speedy recovery from problems: the ability to recover quickly from setbacks

elasticity: the ability of matter to spring back quickly into shape after being bent, stretched, or deformed. (Encarta)

From time-to-time we all fail due to:

- (a) Our own doing (refusing to face or being blind to the facts);
- (b) Someone else's actions (stabbing me in the back);
- (c) An external, uncontrollable events (like the current economic crisis); or
- (d) A combination of all of the above.

That's life. As the saying goes, *"Bad things happen to good people."*

We can take some perverse comfort in that it is also true that bad things happen to bad and stupid people.

5 tactics to improve yourself and your employees...

1. **Accept what is.** It is the place to start working one's way out of the present situation. I have to know where I am to get to where I want to go.
2. **Focus** on where I want to be. Digest the reality that I am after a better future. Trying is ok. Attempting is slacking off. Acting with force and commitment to making my future happen, works.
3. **Failures are the classroom for learning.** We all live in the room for improvement. Stop whining about the crappy, painful situation. Give the self-centered idea that I am stupid, bad or... because this is happening to me. Bad, painful experiences are the entrance fees to wisdom.
4. **Carry on.** With a little help from your friends. We are not alone. We have people in our lives that are waiting in the wings to offer us a helping hand. Open your eyes, heart and mind to them.
5. **Review, revise, reinforce.** Get feedback and "feedforward."

As Marshall Goldsmith says, *"What got me here will not get me there."*

There it is. Go forth and improve – should you choose to take the assignment.