



ODA/Management Review

Employee Development

A NOTE FROM JOEL May 2022

This newsletter is the third in a series about Employee Development. In the last newsletter I asked you to get your team on the path of improvement with you. I went on to say that you need to make room for them. Each of us has a different acceptance of change, both in our personal and business environment. Understanding that fact will help you achieve your goals. I have seen several approaches work in employee development.

Here are a few thoughts which you might find useful.

1. Reorganize the department you would like to improve. I don't mean a wholesale set of actions but even one employee move might open a change.
2. Add a different assignment to a group. Something they can handle but would need to study up on a task.
3. Move the department to a different part of your office, allow them to spruce it up and make a new home for themselves.

There is a famous story where an exceptionally large company was struggling with productivity in one of its departments. There were dozens of employees, highly skilled assembly technicians, they just were not performing! Their boss tried lots of ideas, without success.

A manager stepped forward and presented an idea he had been thinking about. Top management allowed him to carry out his idea.

What did he do? While the shop was closed for the weekend, he changed the color of the walls in the room where the workers spent eight hours a

day. With no other action, productivity increased and remained at higher levels.

This is a true story, many companies took this idea and used it. It was the beginning of Industrial Engineering in the US after World War II.

Does this apply to you and the management of your workspace?
Would a change or a surprise make sense?

Regards,

Joel

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