

The Mansis Update

Does Your Organization Work?

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Many executives are drawn into day-to-day employee performance issues by necessity and then are unfairly accused of micro-managing their organizations.

While this is happening to many competent and otherwise effective senior managers it is not because of their own deficiencies, although that's where most of the criticism has been directed for decades.

It happens most often because the structure of the organization they lead has a critical piece missing –



an effective Performance Management System. As a consequence, the executive is forced to change priorities daily to accommodate performance needs beyond the executive's own direct reports.

Without an effective Performance Management System there is no process within the organization's structure:

1. to ensure that everyone in the organization is fully aware of what is expected of them – that they all know what to do and how it's to be done;
2. to ensure that all employees receive sufficient support from their managers to achieve successful performance in their jobs; and
3. to ensure that everyone in the organization is held accountable and follows through with his or her performance obligations.

As a result, the senior executive's focus is diverted from the necessary "10,000 foot" thinking to spending time clarifying and communicating direction, coordinating activities, focusing employee attention, identifying problems and getting

people to perform -- processes that the organization itself should take care of.

Does this sound like your organization or that of a colleague's? Implementing an effective Performance Management System into your organization's culture is not that difficult. The return on Investment is monumental.

Performance Management is our area of expertise. Please give us a call and visit our website at www.mansis.com.

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