7 Things Every Great Boss Should Do

By Peter Economy

Your company's success depends on your employees' performance. And that performance depends in large part on your commitment to modeling these seven virtues.

Management fads come and go, but some things just don't change. The fundamental values of good leadership and management determine just how effective you really are as a boss. Great bosses consistently inspire employees to perform well and remain loyal. Needless to say, those qualities play a major role in the long-term success of your business.

Therefore, make sure you're doing the following seven things every day:

Acknowledge

When things are going well in your organization, let people know—early and often. Publicly recognize productive employees for their contributions. Make a big deal about it. Encourage outstanding, sustained performance by showing your employees how much their efforts are appreciated. Studies show that acknowledging the great things your employees do can be more motivational than bonuses.

Motivate

Set high standards for communication, productivity, and professionalism throughout your organization. During periods when these standards are not met, avoid assigning blame and singling out poor performance, as these responses only call attention to the problems. Find ways to get back on track as an organization. Don't lower your standards, instead, partner with your employees and take on challenges as a team. Enlist your employees' input to identify blocking issues, focus attention on possible solutions, and strive to meet and exceed expectations.

Communicate

Communicate clearly, professionally, and often. Employees expect their manager's honest assessment of their performance. In order to credibly provide this feedback, excellent managers must thoroughly understand their organizations and accurately assess progress. When things are running smoothly, highlight what is working and communicate success throughout the organization. When problems arise, consider the potential impact you can have by constructively communicating your concerns. Remember that communication is a tool that can (and should) inspire and motivate as well as identify and resolve problems.