



TIP OF THE WEEK

February 6, 2007

In Good to Great, Jim Collins and Jerry Porras show how truly great companies first get the best and brightest on board, and then this exemplary team decides where to direct the enterprise. Get the right people on the bus, sitting in the right seats, be rigorous in removing those who don't belong, and then decide where to drive it.

OK, but I've already got a bus, and it's already full of people. How do I make it work with our existing situation? First, trust your gut. If there are those in your organization who you know in your heart don't fit in, you've got to make the tough choice now to either move them to a position where they can blossom, or move them out. Second, if you find yourself constantly riding herd on an individual you've recently hired, admit it – you've made a mistake. Great employees don't need to be managed. Just show them the way and turn them loose.

Good luck. Work **ON** your business. Stay in touch.

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