

[ROLCCJobs] Career Networking – Focus Group Topic:

How to build good Boss-Employee Relationship: 11/07/2010

Everyone has a boss including the CEO, the independent entrepreneur, the teacher, and taxi driver. Relationship between boss & employee is essentials to business success. Part 1 described the key factors in building good relationship. Followed by practices to handle the 3 cases, discuss and seek feedback from the participants.

Even you boss is only Human, thrive for trust & synergy beyond the process

Part 2 will be on 12/05/2010 when participants can bring their own case to seek advices from the group.

Key Factors and Practices for good Relationship

1. Our boss (we will use 'She and Her' for Boss) is only human, beware that Emotion can be at play.
2. Develop a positive relationship (build Trust). (i) Deliver what you promised. (ii) Do not cover up mistakes. (iii) Do not talk over her back.
3. Put her needs at the foremost (it is not about us, it is the department). (i) Identify her weakness and help to fill in the blank. (ii) Recognize her biggest concerns, and work toward mitigating her worry. (iii) Understand her goals and steer your efforts to deliver them.
4. Compliment her “best” parts and contributions (bosses need recognitions just like us)
5. Do not try to change her nor others, aware of her Myers-Briggs profile * and complement to it.
6. Learn how to read her mood and reaction, be sensitive over the unspoken part. (e.g. maybe pre-occupied with the month's number, had a bad meeting before you, include her personal life issue)
7. We may have something to learn from the boss, including the areas you might not appreciate.
8. Let your boss plays a role of a “Coach & Mentor”, she will recognize you are a good student.
9. Value her time, schedule meeting and inform her the agenda/list of issues to be discussed.
10. Tie your works (and requests, ideas) directly to the boss's or Corporation's overarching goals
11. Disagreements are fine, but do not discord, and be fully supportive of the final decision.

Round table practices, each participant describe how they will handle the specific cases below:

1. You feel your boss does not appreciate your works, and you get bad performance reviews 2 times in a roll, you feel like quitting. What will you do?
2. While you work hard to finish a very late project, your boss calls for more new processes to control and document your designs, adhere to release procedures, report status monthly and weekly, and develop a plan for training the field engineers. Your reacted badly and have bad opinion about her endeavor. How do you handle this?
3. The company product line is behind the competitions, not profitable. Your project (product) is late and short of staff. You have an idea to scrape the original project and take on a new direction which may take 30% longer to finish. It is a leap frog solution, with ultimate scalability, and flexible to take on a broad range of applications. How do you sell your idea?

Part 2: Bring your own case to the table, on 12/05/2010:

http://en.wikipedia.org/wiki/Myers-Briggs_Type_Indicator