Ernst Enterprises Newsletter

THE PROBLEM EMPLOYEE
COSTS MORE THEN YOU THINK

IT CAN COST YOU YOUR CREDIBILITY!

Remember back when you were a regular employee. Did you know who the hard workers were and who the slackers were? I know I did.

I wondered why my manager tolerated the whiners and complainers; the guys who worked hard at *not* doing their job then actually doing the work; or the employees who seemed to have behavior or anger management issues. Did your manager give more work to the hard worker and let the slacker get by doing the minimum? Did you ever wonder why?

Failing to address the problem employee causes our best employees to become discouraged, and with that discouragement comes negative morale. Ultimately our best employees quit or simply stop doing their best.

If you have a problem employee who you have "let slide" by not addressing performance or behavioral issues, most likely your employees are wondering why.

PROBLEM EMPLOYEES NOT ONLY SAP COMPANY MORALE, THEY ALSO CONSUME TWO OF YOUR MOST VALUABLE RESOURCES: YOUR TIME AND YOUR CREDIBILITY.

Consider how much time you've spent talking to that employee about their problem, talking to other employees about that employee and his/her problem, and/or trying to figure out how to make that problem employee want to do the right things.

We find many owners and managers spending much too much time trying to figure out how to make the problem employee <u>want</u> to do the right thing or behave in the appropriate way. We find many owners and managers move the problem employee around trying to find a job that they can perform adequately, not necessarily effectively, to minimize the negative impact of the problem employee. And, we have found many owners and managers have spent **_years_** trying to "fix" the problem employee.

Most owners and managers don't see the frustration in their good employees who have had to take on extra responsibility to make up for the problem employee's deficiencies. Most owners don't hear the comments from their good employees who want the owners to step-up to the problem employee and impose firm corrective action, and replace that problem employee if the corrective action does not work.

We have found that many owners are hesitant to remove the problem employee because they are fearful a new hire may have more problems than the employee they just terminated. Owners are also fearful that the position could be open for a protracted period of time thereby causing some hardship to the company.

We at Ernst Enterprises are experienced at helping owners assess the effectiveness of their employees, create and implement development plans to upgrade the workforce and address the problem employee(s) in a prompt and effective manner. **_These issues are too important to leave up to trial and error._**

Call Dawn Bremer, Director of Sales (847/456-6334) today to schedule an appointment to discuss your problem employee for the last time, and feel confident the solution not only fixes the problem but contributes to positive employee morale.

Have you taken our computer security quiz to check on the security of your laptop? If not, click now to take the test and see your results.

Sincerely,

Mark

Mark Ernst
Ernst Enterprises, LLC

Ernst **E**nterprises, LLC