

## *Financial training For non financial staff*



*The financial training specialists*

### **Who's doing your job? (profit)**

A friend of mine has recently had a new Managing Director appointed for her Business Unit. He's turning out to be a micro-manager, who involves himself in everyone else's decisions.

One of her colleagues recruited a new team member, but after the interviews the MD decided he'd have to interview the prospective employee as well. Many decisions now have to go across the MD's desk for approval.

This management style has a cost. There's the obvious cost of the frustration in his team members, as they are prevented from getting on with their jobs. A frustration that will eventually result in good people leaving, and the cost of recruitment.

But the other cost is less obvious. If the MD is spending his time doing the things his team members should be left alone to get on with – who's doing his job?

A large part of the MD's job is about vision, strategy and direction. If no-one is providing direction, where is the business unit going?

Like the story of the Winnebago driver who, having been assured "these things practically drive themselves", left the vehicle to drive itself down the road whilst he went into the back to make some coffee.

The Winnebago crashed...

The faults of this MD are obvious. But what about your team? How much time do you spend on vision, strategy and direction? It's equally important at every level.

How do you make time in a busy week to keep an eye on where you're going?