



PREVENTION IS THE BEST STRATEGY

In this era of do more with less, many supervisors feel overwhelmed with their day-to-day responsibilities and don't feel they can take on any additional work. They often feel they are continually putting out small brush fires... as soon as one is out, another pops up somewhere else... and occasionally they flare up into a full fledged forest fire that consumes a great deal of time.

Experienced fire fighters know that the remedy for this is to push themselves to spend time clearing out the brush before there is a fire. Getting started is always a challenge as you'll be putting out fires from brush that had already built up AND you'll be clearing brush to prevent future fires. It'll seem like extra work, however, as you get ahead of the brush and clear it out, there will be fewer and fewer fires and each one will be small and easily extinguished.

So too with coaching. In the beginning you'll be dealing with work responsibilities and problems as usual AND will have to invest *additional* time in coaching. Over time, the coaching will build stronger relationships, increase trust and increase morale. This will lead to fewer and fewer problems, caught earlier and more easily (and positively) resolved. Just as clearing out brush makes it easier for firefighters in the long run, so too, will coaching make it easier for supervisors and employees to be productive and less stressed in the long run.

It is tough to start, but remember, when you're up to your waist in alligators... your goal is to drain the swamp and sometimes you'll hit a rough patch... but if you keep going, you'll have dry land and fewer alligators. (Sorry to mix my metaphors, but I really like this expression!)

Krieger Solutions, LLC's goal is to help organizations develop positive workplaces with capable leaders, high individual performance, and team collaboration. We believe that a coaching approach to supervision is the best strategy to accomplish this. Coaching takes more time than traditional, directed supervision and it also takes more intentional effort. The payoff is that coaching builds a stronger and more committed work team. This leads to higher performance, better results, higher morale and less stress and interruptions for the supervisor. It's a great payoff for a limited investment.

Let us know what you think! You can email me at: alan@krsol.com

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