

Helping People Succeed

The main elements for helping your people succeed (and therefore your organization) are:

- Finding the right people
- Conducting effective interviews and selection
- Managing the entry of new people into your organization
- Articulating Purpose, Vision, Mission in a way that people will invest, follow, and take initiative
- Communicating expectations
- Insuring organization/person fit
- Providing training, feedback and coaching
- Rewarding people who exceed your expectations
- Correcting and redirecting people who aren't meeting or exceeding your expectations.

Leaders and managers must use a Process of Corrective Action to redirect and shape employees who don't contribute their best attitude and effort.

The goal of Corrective Action is to help people succeed. Corrective Action is a vital activity for the following reasons: legal, organization profit and growth, employee relations, development of human resources for continuous organizational growth and stability, documenting your help, and the prevention of upward delegation.

More information can be found in The Management of Human Resources, ©2001, JTS Associates, Inc. [Contact us](#) for more information about our customized approach to the management of human resources.