

Subject: Fwd: How to get your employees unproductive as possible

From: Diosdado San Antonio (diosdado.sanantonio@deped.gov.ph)

To: dir_calabarzon@yahoo.com;

Date: Sunday, January 24, 2016 8:01 PM

Print please
Thanks Liezel
God bless

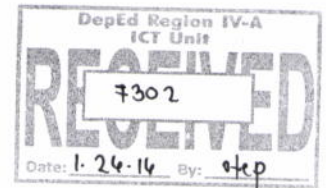
Sent from my iPhone

Begin forwarded message:

From: Seminars at Salt & Light Ventures <seminars@saltandlight.ph>
Date: January 24, 2016 at 8:08:50 AM GMT+8
To: diosdado.sanantonio@deped.gov.ph
Subject: How to get your employees unproductive as possible
Reply-To: juliet@saltandlight.ph

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*To: DSS
For your appropriate
action, please.
Thank God bless?
J. S.*



How To Make Your Employees As Unproductive As Possible

by Erika Anderson, Contributor
lifted from Forbes.com

My husband and I were watching an old episode of Doctor Who the other night, where the Doctor and Rose had traveled back to 1953. One of the characters was an officious, Napoleon-esque little man who tried to keep his wife, mother-in-law and son in line by the simple expedient of getting right in their faces and shouting "I'm talking - you listen to me when I'm talking!" whenever they tried to say anything. His intent was to keep any of them from saying something that might call into question his version of reality. He wanted to be the only person saying what was so and what wasn't. He wanted to see and hear only those parts of his family that he deemed acceptable.

It occurred to me, as I was watching, that too many organizations and managers practice the same approach. Through a combination of implicit and explicit rules that severely limit people's autonomy, curiosity, and independent response, such companies and managers think that they will somehow produce a tidy, well-functioning, highly productive organization.

For instance, in one organization we worked with many years ago for a brief period, it was widely known that if the CEO said something in a meeting, the only safe response was agreement. The CEO took this lack of disagreement as consensus, and bragged about his team "all being on the same page." Whenever members of his team thought that one of his pronouncements was bad-verging-on-dangerous, they would talk secretly about whether it would damage them and their people or just him. And if they decided it would only hurt him, they'd let it roll. They were all hoping he'd blow himself up... unfortunately, the company blew up before he did.

In another company, the policies around leave, vacation, and work hours were so strict and so rigorously enforced that many employees -- especially young parents and people who had health issues or family requiring care -- simply lied about why they were taking days off. And I noticed that the policies also caused people to respond in kind: no one stayed late; non-exempt employees demanded overtime for every extra moment. People actually demanded to be paid for attending the company holiday party (a lack-luster affair, as you can imagine). And the most talented people regularly left the company for other jobs where they would have greater flexibility.

The CEO in yet another organization decided one day that outside callers were going to voice mail too often, and so decreed that *no one in the company would have voice mail*. The organization tied itself in knots trying to get around that one in order to do business at all, creating a whole shadow system of routing callers to cell phones that had voice mail messages, etc.

I am not making any of this up.

If you deal with employees as though they are cogs in a machine, you will get only that part of them that is most like a cog in a machine: the part that shows up on time, does exactly what's asked - no more, no less - and goes home. You will not get the 90% of each person that is what can make him or her a great employee, partner, team member: the initiative, the questions, the passion, the concerns, the hope, all the quirks and joy and excellence that people will bring to their work if you invite them to do so.

Of course, it's harder to manage and lead real, full human beings. You have to bring your whole self to work, and decide to let them bring their whole self, too. You have to make sure that the "guard rails" you put up -- the rules and policies -- are fair and reasonable, and actually hold people accountable for great work (vs. reinforcing mediocrity). You have to look at each person as an individual and consider flexing the rules if it will help both that person and the organization. You have to think about how it would feel if someone treated you the way you're treating them... and figure out how to behave differently if you decide it would feel like crap.

It's harder...but it's the only way to create a great organization.

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Dear Diosdado,

Are you feeling that you are getting the shorter end of the stick or have given so much of your time and effort and feel you have not gotten anything back in return? Do you feel tired and helpless, going through the motions of work? Are you that person who feels there should be something good out of all the hard work but have a hard time finding it at the moment? Do you want to have a different way of looking at things? Do you need help seeing it from a different angle?

If you are struggling with one of those described above or know of someone who does, then our newest public seminar offering -- **PERSPECTIVE MATTERS: Finding Greater Fulfillment in Life** happening on **February 18, 9:00 AM to 5:00 PM**, at the Discovery Suites, Ortigas Center, Pasig City -- is probably what you need.

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We hope to see you there!

God bless you,

**Jump start 2016 for your employees with correct perspectives!
Send them to PERSPECTIVE MATTERS: Finding Greater Fulfillment in Life
by LLJ Lead Facilitator, Mr. Great Mabuti, on February 18, 2016.**