

Build Your Team to Efficiently Work on Autopilot

**Before the Next
Financial Crisis,
Without Spending
a Dime on Experts**

NOW

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Well, everything is changing now, before the crisis, as we have just seen above. Do you know where your life will go? Probably not. And you don't know NOW what you will sell during the crisis, do you?

Realize that you do not know how you're going to lead your business. We previously discussed which businesses will survive during the crisis. Is your business among those mentioned? Do you know what you will sell during the crisis? What conclusion will you reach if you currently distribute coffee machines or shoes? What if the solution is that you should distribute wheat or self-defense gear?

Yes, that's it! Your company must become flexible!! And for your business to become flexible, the first law is that **your people** must be flexible.

Well, what should you do?

Combine duties!



Let me give you an example. Many problems may occur in an organization that lacks discipline. For instance, an organization may experience delays in work, delays in providing goods or services, inappropriate attitudes towards superiors or colleagues, or noncompliance with adapting protocol.

In these situations, what will become the standard for achievement? Much more discipline, of course! (If we lack discipline in peaceful times, there will be a disaster when a crisis strikes.) So in order to reduce delays in providing goods or services, one of the standards that your company needs to follow is **discipline**.

Good. Now, in order to make sure that this standard is achieved, link any promotions or changes in wages to a minimum score that they must achieve. In other words, establish performance **objectives**. For example, for undisciplined employees whose work involves maintaining a good relationship with the public, you can develop a "zero complaints" standard for the annual assessment.

Then the following criteria can be used for one year:

Attitude towards Customers

- 1 pt.) Over 5 complaints or negative reports.
- 2 pts.) 4-5 complaints or negative reports.
- 3 pts.) 2-3 complaints or negative reports.
- 4 pts.) 1 complaint or negative report.
- 5 pts.) No complaints.



What do you think will happen when you tell people that they will receive a promotion or raise, if they make a minimum score of 4 or 4.5 on a scale from 1 to 5? In my experience, I can tell you that 90% of them will strive to reach the **objectives**, in order to receive a raise or promotion. And if they reach their **objectives**, your **standard** will be accomplished! Do you see how simple this criteria is, and how costly tools aren't involved?.

STEP 4: **Exclusively Retain and Hire People Who Are Ready to Flexibly Perform**

When I was the manager of an HR department, I prepared for a crisis. I already knew that some people in the mechanic shops of that company did not do their jobs. I had a list prepared of people who would say something along the lines of: "I'm a miller. What do you mean I should sweep the hall? So what if you only use me at 25% capacity? Give me work that I'm qualified for." Of course, a better reply from the miller would have been: "How can I acquire more skills to make myself more useful?" But he never had such thoughts!

I think you've encountered this kind of attitude as well. What do you think will happen within a few months? At that company, an internal crisis occurred. I had my list ready, and the miller was at the top of it. Guess who spoke the loudest when he asked why he was fired, even though he refused to work hard? You guessed it: the miller!