

Down east spud busters

[Business](#), [Management](#)



As a manager, one of the many aspects of your role is to "control", which as you know, means periodically (or continually) checking on the status of production, operations, staffing, budget, quality, etc. Now, employees often react negatively to this, communicating actively or passively resentment about the manager's actually or figuratively "looking over their shoulders" or trying to catch them doing something wrong or always "making corrections" about the way things are being done. What are some strategies you can use to do a good job controlling, but avoid the employee backlash in attitude?

This really would depend on what type of industry and the structure of the company. From my past working experiences I used different methods were needed to control quality and production. As a project manager in the telecoms industry an on-hands style was needed in order to get each station physically approved from the vendor. The relationship between management and supervisors, leads could be anywhere in the range of tense to cordial depending on the quality of the job the supervisor's crew produced.

There were other elements that also had to be taken into consideration. Such as, weather, equipment availability, and deadlines. A looking over the shoulder strategy is needed, and is part of some job specification. Another strategy I have had to use was daily receiving, production and shipping reports. While using these methods a minimum interaction is needed with the employees. These types of reports can tell you if production is down from absentee, bad products from vendors or equipment failures.