

One minute manager

Profession, Manager



The second is the "One minute praisings". Here the effective leader/manager (think about differences between a manager and a leader) catches the subordinate when he does the right things towards the goal. He then praises the subordinate for the same and builds confidence.

Subordinate now knows that he is on right track and is doing right. The third is the "One minute reprimand". Here the "effective manager" scolds and does something like constructive criticism if he comes to know about the wrong things the subordinate should not do.

And later consoles him and clarifies the wrong path. Subordinate comes to know what wrongs he should not do. One Minute Goal Setting The first secret is One Minute Goals. This involves a meeting of the manager and the employee where goals are agreed on, written down in a brief statement, and occasionally reviewed to ensure that productivity is occurring. This whole process takes a "minute", which truly means it is a quick meeting, however it is not limited to just sixty seconds.

The purpose of one minute goal setting is to confirm that responsibilities of each working is understood, understanding that confusion leads to inefficiency and discouragement. The principle of one minute goals is to set a direction of every single person in the organization. There should be allocation of clear responsibilities and accountability. Goal and performance should be written in less than 250 words on one piece of paper which is followed by assessment of difference between performance and goals. Our behavior should be in conformity with our goals.