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3 Ways to Prevent Your Employee Controlling You

When an employee owns sole control over a key process, they can use that to exert their own will over the business founder. To avoid that difficult situation, consider these measures:

1. Hire based on values.

Too many people focus overly much on skills. Many skills can be taught and earned. Just as important, if not more so, is an alignment with the values of your business.

Will the candidate be a good fit with your culture? Are they a team player? Can they aim for the same goals you aspire to?

If a hire shares your values and ideals, they're less likely to turn on you for the sake of self interest.

2. Reduce key person dependency.

Avoid relying too much on any one person for key processes. This can be prevented by:

- Having SOPs that are shared and known by at least two people for everything in the business.
- Cross training and sharing of responsibilities.
- Hiring for a role before you need it, so you're not stuck when someone leaves.

3. Use centralized passwords and have control of your assets.

This is another way of preventing a single individual from having too much control. And when anyone leaves, whatever the reason, change all your passwords as an additional safety measure.

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