

Dan Bobinski's Ten Universal Principles of the Workplace

1. Real leaders keep one eye on the landscape, communicate their vision throughout the company, and listen carefully to all feedback.
2. Real managers train their teams, focus on goals, and consider seriously all input for how to improve “the system.”
3. People want to work on things that matter to them.
4. The fundamental nature of any workplace is “product” + “process” = “outcome.”
5. Employees are not psychics. They need to be taught the expected “outcome,” and the nuances of both the “raw product” and “processes” needed to achieve that outcome.
6. The workplace needs to be a supportive, forward-thinking environment.
7. Training other team members to understand what you do is central to team environments.
8. Focusing on results is much more effective than focusing on accurate time cards.
9. Public criticism or disrespect toward a co-worker diminishes the value of all employees.
10. Failure happens, but most failure can be prevented by comprehensive and forward-looking cooperation.