



Demonstrate the 12 Signs of a Great Boss

Bad bosses. Most everyone's worked for one. People love to talk about their negative experiences with bad managers. There are a variety of websites and blogs dedicated to helping employees cope with bad bosses. This summer a site called Working America held its second annual [My Bad Boss](#) contest. The winning stories submitted by real-life workers under pseudonyms illustrate not only the actions of horrible bosses but also the HR nightmares and safety issues that bad bosses can create for organizations. So with all this attention on bad bosses, what's an employer to do? To ensure that you never end up reading a bad boss horror story and wondering if it's about your company, make sure that all managers know the 12 signs of a great manager and strive to make them a part of their leadership styles.

- 1. Communicates openly.** Not communicating with employees is a sign of a weak manager. Excellent bosses communicate openly, honestly and regularly with employees. They communicate about performance, change and opportunities. They are approachable and genuinely care about each employee's perspective.
- 2. Doesn't tolerate slackers.** Great bosses don't put up with employees who can't hold their own. They know that slackers create more work for everyone. The best managers hold every employee accountable for their work and realize it's their job to make sure everyone's a team player.
- 3. Refuses to pick favorites.** Those who choose favorites and ignore everyone else make nightmare managers. When stellar bosses reward and recognize employees, it's for their work product, not because they're buddies or relatives.
- 4. Gives and receives feedback.** Being open to change is a trait of a great boss. They encourage feedback on projects, processes and ideas. Strong managers ask for feedback on their work and management style, realizing that everyone benefits from a collaborative team.
- 5. Promotes balance for each employee.** Helping employees balance their lives is a

CVHRMA Student Chapter News

The SHRM Club at CSU Stanislaus had a busy month of October:

- We held our 3th Annual Western Business & Management Association Conference in San Francisco, with over 60 attendees. This is an annual international research conference, with presentations, a proceedings and a journal. The keynote speaker was Mr. Joel Reamer, director of Actors Equity Union.
- We held our first ever Theatre Night, with two professional plays produced by the club at the Phoenix Theatre in San Francisco. Dr. Hernandez, club advisor, was the playwright. The plays were titled "Quid Pro Quo" and "The Elevator Principle". The performance was sold out. We are the first SHRM club in the nation to produce a Broadway play on Broadway.
- We held our first ever HR Film Festival, featuring the foreign film "Human Resources", about a French HR student who goes to a factory for his summer Internship.
- We held our first ever HR Film Screening on campus, with the World Campus Premiere of "Oursourced" the new comedy about outsourcing jobs to India. We had the filmmakers in attendance, and had a sold out crowd of over 100 students.
- Our 2008 HR Games team is likely #1 ranked in the nation. We were national champions in 2006, and co-national champions in 2007.

The 2008 Board

If you have questions, comments, suggestions, needs, or desire to volunteer, contact a board member.

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WEBSITE JOB POSTINGS

The website is now posting jobs for free for all CVHRMA members. For non-members, the price is \$30 for a 30 – day posting. The website has a feature that allows a CVHRMA member and/or company representative to email their jobs for posting.

Upcoming Luncheons/Events

- November 21, Jim McDade, Attorney
Topic: "ICE and FIRE: Dealing with the New ICE Regulations on Social Security No-Match Letters and I-9 Forms"
- December – Keep an eye on the events calendar for a special event.



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skill best bosses practice. They don't require 80-hour workweeks or make taking time off an ordeal.

6. Handles conflict. When conflict arises within a department, workgroup or company, great managers go to the source and refuse to avoid conflict. They address problems in an appropriate and timely way, realizing that conflict-avoidance will only create distress and frustration for their team.

7. Avoids negativity. Though it can be tricky being the go-to person for employee complaints, excellent managers know how to avoid gossip. They don't voice their negative feelings if they have them, choosing instead to focus on the positive. Their outlook is contagious and helps create a more inspiring atmosphere for everyone they come in contact with.

8. Honors deadlines and creates priorities. A good boss will help employees by providing deadlines and assisting in setting priorities. They also hold up their end of the bargain when they promise help or support by providing it in the timeframe they agreed to. They don't leave employees hanging and blame them when deadlines aren't met.

9. Doesn't tolerate bullying. Model managers aren't bullies themselves and don't let co-workers bully each other. They realize it's their responsibility to protect team members who are being needlessly hassled and step up to the plate to make sure the workplace is a friendly environment for everyone.

10. Recognizes and rewards accomplishments. Hogging the glory and refusing to share the spotlight with deserving employees is the sign of a bad boss. On the other hand, great bosses step out of the spotlight and give recognition when and where it's due.

11. Isn't self-absorbed. Bad bosses care only about their careers. They use people to achieve what they want without caring how it affects others. Excellent bosses are more interested in the success of their employees than their personal success. No matter what, they go out of their way to put others first.

12. Acts with integrity. When push comes to shove, great bosses are those who act with integrity. At work, at home and at play, they do what's right, even when no one's looking. They inspire others to act with integrity and foster trust through their actions.

Thousands of managers have habits that could spur their employees to nominate them for bad boss of the year. Take an honest assessment of your management style and see if you're displaying these 12 signs of a great boss. If not, now's your chance to start. You never know, you may just inspire a world's best boss contest.

Article brought to you by [Express Personnel](#)

Contact Shannon Gilbert-Weaver @ 209-522-1574 for more information

Board Volunteers

We are still looking to fill two positions on the Board. The two open positions are; Secretary and College & Community Relations Director. If you are interested in either of the positions, please contact the 2008 President Kristen Goucher @ KGoucher@turlockscavenger.com

Looking for a Job?

CVHRMA lists HR related jobs every month on our website. Click on the link below to check them out!

www.cvhrma.org/latestjob.html

Congratulations!!

Congratulations to our California State Council which has been awarded the SHRM State Council Pinnacle Award for the State HR Certification efforts they championed last year and this year. They will receive it officially at the Leadership Conference in November in Washington, DC. This is a very special honor because only one state is honored each year.

www.cal-shrm.org

Laughs and Horror Stories

How to tell if you're Management material:

Here's How:

- * 10. You like not doing anything
- * 9. You have no trouble telling others what to do
- * 8. Work fascinates you - you can sit and watch it for hours
- * 7. You like 'sweating the small stuff'
- * 6. You have always been something of a loner
- * 5. You don't think 'plan' is a four-letter word
- * 4. Your favorite cocktail is milk of magnesia
- * 3. On Halloween you dress up as Alex P. Keaton
- * 2. Your favorite horror writer is Tom Peters
- * And the number one clue you are management material - You enjoy having people despise you just for doing your job.

Directions to the SOS Club

[819 Sunset Ave](#)
[Modesto, Ca](#)

