

MANAGE EVERYONE FOR RESULT

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The word “Boss” is generally used by us to show respect to our controlling officer i.e. to whom we directly report. The general feeling is that boss is a supernatural person and can do anything and has the answer to all our queries. This condition is almost similar whether you are having a management degree in your pocket or not. People have a feeling that the person with a management degree can handle his boss in an easier way than others who are deprived of that, but in reality it is not so.

You have to remember that your boss is a human being like you and humans are extremely susceptible to the moods, emotions and even the ways of thinking of those with whom they spend their time. There are only two faces of coin here: either you are

fearful of your boss or your boss loves you. You must remember that this fear and love game has very short life and depends on your knowledge of the job and psychology of the boss.

It is better to be feared than loved. Fear you can control; love, never. You have to analyse your fear as to what is there that is making you fearful. For a beginner, it is a slightly difficult analysis but not so tough that if you wish you can't do it. I am sure with three four meetings you will be able to know the expectations of your boss and concentrate on that expectations with your full competence forgetting whether the boss loves you or hates you.

The basic of psychology is that always make those above you feel comfortably superior. They deserve it also as they are in the organization before you and know the expectations of the organizations better than you. Make your bosses appear more brilliant than they are and you will attain the heights of power. If you are more intelligent than your boss, for example, seem the opposite: make him appear more intelligent than you. Act naïve make it seem that you need his expertise. Commit harmless mistakes that will not hurt you in the long run but will give you the chance to ask the master who cannot bestow on you the gifts of his experience.

Avoid outshining your boss. ***All superiority is odious, but the superiority of a subject over his prince is not only stupid, it is fatal.*** This is the lesson that the stars in the sky teach us. There are stars in the sky. They may be related to sun, and just as brilliant, but they never appear in his company. There can only be one sun at a time. Never obscure the sunlight, or rival the sun's brilliance, but rather fade into the sky and find ways to heighten the boss star's intensity because without that you will not be able to shine.

Never imagine that because the boss loves you, you can do anything you want. The shortest and best way to make your fortune is to let people see clearly that it is in their interests to promote you and not vice-versa. The famous thinker Bismarck once remarked "Fools say that they learn by experience. I prefer to profit by other's experience"

You can't work in vacuum. Above you, you have to manage your boss who is watching you constantly. The second ladder is your subordinates who are also constantly watching you. As soon as you join an organization as head, the persons who will work under your guidance start evaluating you in order to judge where exactly you stand. Some do it to match their wave length with you to deliver the best to the organization and some do it without any intention to come closer to you to get undue advantages.

Here also eighty: twenty rules apply. In almost all organizations you will get eighty percent people who will follow your instructions and try to deliver the result as per your expectations. They are the people who are loyal to the nonliving chair irrespective of the fact who is there. The rest twenty percent people will take your eighty percent time as they have only ifs and buts for every thing.

In any organization there may be another division. According to this you can divide the whole lot in two segments. In first lot constitutes nearly eighty percent people who don't know how to come to your expectations and with a little labour you will be able to bring them to deliver the result according to you. The rest twenty percent people are of the nature that they don't want to do the work though they know the work. These people have attitudinal problems, totally negative people seeing only the dark side of anything.

As fast you will allocate your people so fast will be your through with your working. Your insight and all the psychology taught to you will come together to help you here. It is better to handle all these with single hand. You are advised not to discuss this issue but try to pull one by one the people from the twenty percent lot to eighty percent lot. You can use here the management technique used by Lord Krishna i.e. SHAM (By using authority), DAM (By paying money), DAND (By giving punishment) and VED (By discriminating the right with wrong). Your academic knowledge will play a vital role as well as the case studies which you have practiced during your study. Try to achieve hundred percent but in case the percentage is less also don't worry but concentrate to deliver the best to the organization and in due course of time you will be able to get the hundred percent result.

The lesson, which ultimately follows, is not to abolish bad and to be on the right side but the best administration is to win the defeated battle. Most of the administrators generally remark that they can't change the organization, as they have not enough power to do it. This is not true. Anything can be changed the only option is to have a will power of achievement which can only be achieved forgetting the consequences. Equipped with modern management tools, maximum information and other related styles one will be able to achieve the goal, the basic requirement is the zeal and initiatives and there will be no fear of being a loser.