

Changing your management style won't be easy, but it can be done.

level. Many founders who have sought professional assistance have, over time, developed their leadership skills and made fundamental changes to how they manage their organization. Some founders are never able to make the leap, however. Alternative paths include hiring a president to run the day-to-day operations or to exit (sell) the business.

The Next Step

If you are a founder with any of the symptoms described above, changing your management style won't be easy, but it can be done by taking the steps necessary to empower your organization. As a result, you will not only experience less stress and have a happier staff (with less turnover), but you will also see improved employee productivity and satisfaction. Perhaps most importantly, you will build a sustainable organization that can withstand the test of time.

Consider taking these steps:

- Ask for help from trusted advisors, friends and business associates.
- Set the company's direction through a series of strategic planning sessions using an outside moderator or consultant.
- Develop and implement structured organizational charts and job descriptions that delegate activities.
- Share management challenges and successes with staff and ask for their input during both good and bad times.
- Take some management training classes or seminars.

Although nobody intentionally sets out to damage their organization, Founder's Syndrome is a reality that impacts countless businesses and individuals across the globe. The antidote? Grow with your organization as it changes over time. **R**

Contact Joy James at (949) 487-2124 or e-mail joy@joyjames.com.