

WATER COOLER



WISDOM

RULE #8

**Everyone must get advice
before making a decision.
If you don't seek advice,
"you're fired."**

The advice process is the answer to the age-old organizational dilemma of how to embrace the rights and needs of the individual while simultaneously ensuring the successful functioning of the team, community, or company. It is a simple, although controversial, concept that takes the "suggestion box" management approach of the 1970s and '80s and turns it upside down. Instead of the boss getting advice and suggestions from people below, the decision maker—who is almost always not an official leader—seeks advice from leader and peers. Before any decision can be made, the decision maker must seek advice. The bigger the issue or problem, the more advice you need to get from inside and outside the company. The advice process forces people to weigh the needs and wishes of the community. It draws the people whose advice is sought. It's an act of humility. It's on-the-job education. It increases the chances of making the best decision, and finally, it's just plain fun for the decision maker. . Discover the Joy at Work Revolution: www.DennisBakke.com

WATCH OUT FOR NEXT MONTH FOR ANOTHER RULE.

JOY
AT
WORK