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**100% Effective Natural Hormone Treatment**  
**Menopause, Andropause And Other Hormone Imbalances**  
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**Good Supervision Is A Good Defense**

**By Wally Bock**

Jerry Pounds, writing on the Management-Issues web site recently put out an interesting piece called: "Litigation awaits for insensitive employers." Here's a key passage.

"Judges and juries are linking musculoskeletal disorders, cardiovascular disease, psychological disorders, suicide, cancer, ulcers, impaired immune function and workplace injuries to a wide spectrum of emotional workplace stressors."

Ultimately, in our litigious society, there's no way to assure that you won't get sued or that you'll win if you do. The good news, though, is that there are some basic things you can do to improve your odds.

The best defense against a claim that you were an unfair boss is to be a fair one. Sounds simple, huh? But lots of companies spend lots of time worrying about legal strategies when they should be paying attention to the quality of supervision in their company.

Bottom line: it's the immediate boss that matters. If you doubt that, try this test.

Find someone who works outside the home and who has kids. Ask the kids if they know their parent's boss's name. They almost certainly will.

Ask them if their parent's boss ever makes a difference in their mom or dad's mood. They'll almost certainly say, "Yes."

Or, don't try that experiment. Just read this quote from GE's CEO, Jeff Immelt. Immelt's father worked on the line at GE for more than twenty years.

"I always tell our leaders that they're GE to the people in this company. When I would sit around the kitchen table with my dad, I never knew who the CEO of GE was. I knew my dad's boss. ... when he had a good boss, he was pumped. The frontline folks are critical to how the company does."

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The immediate boss, not the one at the top of the organizational chart is the one that makes the most difference. When a work team is productive and morale is high, it's usually tied to the behavior of the boss. When a worker claims to have been abused, or ridiculed, or treated unfairly, those charges are usually tied to the behavior of their immediate supervisor, too.

So, the problem for your company is to improve the quality of supervision at every level. The solution has three parts.

First, promote folks who will do a good job of supervision. Not every good worker will make a good supervisor. Not everyone who wants to be a supervisor will be good at it. When in doubt, try a person in short-term leadership assignments to see what happens.

Next, help newly promoted supervisors make the transition. That starts with basic training.

Next, provide training and support in key areas that new supervisors will have to know. That includes

company policies and procedures as well as basic supervision and communications skills.

Help them identify role models and mentors. Most new managers learn the ropes more from watching and talking to others and not from classroom work.

Provide just-in-time help. That can be job aids, reference materials or a more experienced manager that the new manager can go to for advice.

Give them a way to talk to other supervisors about supervisory work. In my book *Performance Talk*, I tell the story of Karen, a newly promoted manager. She learns about the real world of supervision by participating in a roundtable. You can organize these locally.

Make sure that training becomes a lifetime proposition. The thing about leading others is that you will never learn all there is to know.

Finally, hold leaders at all levels accountable for their leadership. The leader, whatever the level, has two key objectives: accomplish the mission and care for the people.

Make sure your performance evaluations for bosses measure their performance as bosses. Reward good performance. Correct poor performance.

That's not easy, and in most companies it won't be quick. But doing a good job in the first place is a whole lot better than defending a bad job later. And there's a bonus. In addition to not getting sued, you'll probably be more profitable.

Wally Bock is an author, speaker, consultant and coach who helps leaders improve the performance and morale of their teams. Wally is the author of *Performance Talk: The One-on-One Part of Leadership* (

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## **Cold And Flu Defense**

**By Andrew Cavanagh**

Cold And Flu Defense

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Cold and Flu defense can be simple, natural and healthy.

The simplest, most effective, proven cold and flu defense is hygiene.

More specifically paying special attention to the way you wash your hands and other neglected but simple natural hygiene therapies like nasal irrigation.

Most people think viruses fly through the air then into your nose or mouth. If that were true then the best cold and flu defense would be vitamin C and anti-viral drugs.

But viruses like the cold and flu don't fly - they hitchhike.

You usually pick up droplets of a cold or flu virus from hand to hand contact or from objects like doorknobs, telephones or tables.

Over 90% of cold and flu viruses enter your body when you touch your eyes or your nose with your fingernails.

So cold and flu defense rule number one – don't touch your face with your hands.

Your fingernails carry more viruses like the cold and flu than any other part of your body.

The skin under your fingernails lack the horny layer that protects other skin on your body. Combine this with the actual nail and you create a safe, warm place for cold and flu viruses and bacteria to survive.

Washing your fingernails regularly is crucial as a first line of cold and flu defense.

Regular, effective hand washing helps reduce your chance of inoculating yourself with a cold or flu

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virus and helps you avoid passing a cold or flu virus on to someone you know through hand to hand contact.

So cold and flu virus defense rule number two - wash your hands regularly and pay special attention to washing your fingernails.

Using hand washing as an effective first line of cold and flu defense can be more complicated than it seems on the surface.

You need to use the right kind of soap and you can make several potentially dangerous mistakes when you wash your hands.

Also washing your hands is just the beginning.

Other therapies like nasal irrigation are vital if you want natural, powerful cold and flu defense...

Read the free report on natural cold and flu defense and how to protect yourself from other killer viruses like the bird flu at

<http://www.howtopreventbirdflu.com>

For more details on cold and flu defense

go to

<http://www.coldfludefense.com>



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