



# EMPLOYEE DEVELOPMENT STARTS FROM THE TOP DOWN

Make sure to include employee development in yourself as much as in your employees

It's widely believed that employees don't leave jobs they dislike as often as they leave because of bosses they don't like. I don't know if the statistics back it up, but my personal observation tends to support it. Most employees will tolerate being assigned tasks that are unpleasant if their boss understands and appreciates their efforts. On the other hand, even if the work is pleasant, a boss who is non-appreciative, and overly demanding, will impact an employee's decision to leave.

Relationships matter when it comes to employee performance and morale. Everyone understands that the work has to be done, and in most workplaces, not every task is a pleasant one. That's just the reality of having to work for a living. A good boss, however, can make all the difference in the world. Bosses who create a great work environment, while still motivating employees to excel, are worth their weight in gold.

ARPI provides business and community coaching throughout the United States. If you have a business question for Jack, email him at [jack.newcomb@totalcsi.com](mailto:jack.newcomb@totalcsi.com). You can also visit the ARPI website, [www.advancingruralprosperity.com](http://www.advancingruralprosperity.com).

Building strong interpersonal skills is just as valuable as knowing the intricacies of the workplace. For some people, building relationships comes easy, and is a natural part of their personalities. For others, it's viewed as an unnecessary burden which makes no sense at all. After all, employees get paid to do what they're told, right?

A few weeks ago, I wrote about employee development, and the importance it has on an organization. If you're the owner of a small business, it's easy to overlook yourself when training managers, supervisors, and mentors. Good bosses start at the top, so make sure to include yourself in the personal development programs.



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