



WHY MEN DON'T KNOW HOW TO MANAGE WOMEN IN THE WORKPLACE

We know all about Mars & Venus thanks to the irrepresable John Gray, but here are a few reminders:-

- Men love to lecture; women like to listen.
- Men are more likely to act alone, apt to blame others; Women collaborate, listen, and build teams.
- Men are more focused on long-term results, women on short-term goals.
- Men put more weight on the how the decision will affect the competitive environment; women consider how it will affect the team.
- Men exercise their decision making power, if they have it. Women want to work through people, even if they have the decision-making authority.
- Men are more-likely blindsided by a crisis, where women will more often see the crisis looming. Would Layman sisters have been the same disaster?
- Men think men are better at either problem-solving or decision-making. Women think women are better at both.
- Women often feel undervalued because historically their work has paid them less and the traditional role as a "carer" has been undermined.
- Women want to invest themselves in a company that has utopian and community-orientated values, and for these to be demonstrated practically and publicly.
- Women appreciate "top up" communicative management rather than authoritative "top down" management - it shows shared and reciprocal thinking, which creates a sense that we are all valued.
- Women don't want to be part of a gang mentality; they would rather have more independent status and a flexibility to grow and change.

- Women tend to be more intuitive and responsive to co-workers' thoughts and feelings, whereas men are less likely to recognise personal issues or register them as important.
- Aesthetics are important to women, as they tend to believe that attractive environments are safer, more harmonious and a pleasant place to be in.
- Women are more aware of, and are keener to anticipate, pitfalls and risks.
- Women will often internally assume personal responsibility for everything and demonstrate this responsibility by taking on the role of "planner", believing this offsets risk.
- Women tend to diffuse conflict by drawing people together and finding common ground - important in fostering successful working relationships and communities.
- Women often search for new answers as they are less linear and systematic in their thinking. They will often employ a "whole brain" approach to problem-solving, which uses emotional, intellectual and practical experiences.

So how can you improve?

PAY ATTENTION

How many men have heard the same criticism a thousand times: "Why don't you listen to me, what their partner really means is "Why don't you pay attention to what I am saying?"

Men need to learn from women that paying attention isn't a passive process. It's being able to understand what's being said, remember it and act on it in the future. If you're confused about what your partner is saying, don't tune out. Make a conscious effort to engage yourself in who is asking questions or contributing to the conversation.

SLOW DOWN

Because women are so interested in the details of interpersonal relationships, they often realise that the complexities of life require a great deal of patience.

Men are notorious for trying to "fix" problems. Women, on the other hand, often deliberately go about a problem and analyse it from many angles before taking action.

Men are often applauded for their ambition and drive to get things done, but they can learn a lot from women about how to balance the need for speed with the desire to do things right. Women tend to have more patience with people and situations and in the end, that can mean they find better, more long-term solutions.

When confronted with issues, your first instinct as a man may be the need to take action. Pay attention and ask yourself why do I need an immediate solution? Is there time to do more and ask more questions and find a better answer?

CRY! LAUGH! POUT! SMILE!

Men are often teased about not being in touch with their “softer side”. The truth is, even men who are connected with their emotions, are often uncomfortable expressing them outwardly. Unfortunately society frowns upon them showing the same emotions as women – men who are “too” emotional or angry, are often considered effeminate.

By not allowing themselves to express emotion, men are just missing out! If men can learn about feelings like women, they will be free to enjoy the rich emotional texture of life.

Next time you're upset, open up to a good friend. You may be surprised by how good it feels to lean on someone.

Of course it helps if women try to understand the male psychi

Here are a few tips:-

Apply strategy - Men's thinking is focused on finding solutions to problems, setting and reaching goals, developing plans and executing tasks. Learn to apply strategy, set clear goals and make sure you follow through on your plan.

Just do it - It's alright to be cautious but nothing will happen until you take action.

Stay focused – Women multi-task and multi-think so sometimes we get distracted. Stay focused on your goal in spite of the distractions all around you.

Making money is OK! – If you don't ask for it you won't get it. Most importantly, not asking for money gives the impression that you are not serious about doing business. By the way trading services is NOT asking for money.

Expect big outcomes - Men *expect* big results! Think beyond your comfort zone. Set big goals and expect big outcomes!

Act nice with care – Do not do business with people that treat you badly. Don't let people walk all over you for fear of not being liked. Business is straightforward and you might as well tell it like it is.

Ignore your moods! – Leave your moods at home.

When the going gets tough, keep going! - take breaks when you need to. Take a day off but don't quit. Endurance is key in business.

It's a game – Men love games. Throw them a ball and they'll play. Business is no different. It's just a game and on some days you will win and on another you may lose. Shareholder or director protection is similar to keyman cover but can protect the company's shares from falling into the wrong hands on the death of a shareholder. Benefits are payable to the

company and can then be used to repurchase the shares, if required. By having this type of protection a number of difficult problems can be overcome.

Following the death of a partner or shareholder the interest may pass to a beneficiary who does not have the skill or experience to make a worthwhile contribution to the business. They may also prefer to receive a cash payment to release them from the organisation.

If the partner or shareholder suffers a critical illness and cannot work they may want to realise their interest to fund future care. Again the firm may not have the ability to raise the funds to buy the interest. Without this protection surviving owners would need to re-allocate funds from other areas of the business placing a strain on the resources of the business.