

Why Should Someone Follow You?

Margaret Morford
The HR Edge, Inc.
133 Hearthstone Manor Circle, Brentwood, TN 37027
Tel: 615-371-8200
E-mail: mmorford@thehredge.net

Margaret N. Morford

CEO

The HR Edge, Inc.

133 Hearthstone Manor Circle

Brentwood, TN 37027

Telephone (615) 371-8200

Fax: (615) 371-1963

mmorford@thehredge.net

www.thehredge.net

Margaret is CEO for *The HR Edge, Inc.*, an international management consulting and training company. Her clients have included Lockheed Martin, Chevron, Time Warner, Sara Lee Foods, Home and Garden Television, Roche, Nissan North America, HealthStream, Nationwide Insurance, Aegis Sciences Corporation, NAPA Auto Parts, Homeland Security, U.S. Treasury Department, New York Presbyterian Hospital (Cornell & Columbia Medical Centers), Domino's, Chimerix, Schneider Transportation, U.S. Marine Corps, Deloitte, Legislative Assembly of Ontario, Blue Cross Blue Shield, Vanderbilt University, Comcast, Intercontinental Hotel Group, National Institutes of Health, McKee Foods, Skanska, Fox Broadcasting, Schwarz BioSciences, Tractor Supply Company, Cook Medical, Fifth Third Bank, Verizon, Northwestern Mutual Life Insurance Company, SAS (computer software), The Nashville Predators national hockey franchise, Northrop Grumman, American Pacific Mortgage, Alliance Data, Miami University, Skogen Foods, Wells Fargo, The Peabody Hotel, The Hartford, TECO Energy, AmSurg, Quorum Health Resources, the U.S. Naval Nuclear Submarine Group and various local and state governments. Previous to owning her own company, Margaret was Sr. Vice President, Human Resources Consulting for a national consulting firm out of Winston-Salem, North Carolina. She has a BS degree from the University of Alabama and a JD degree from the Vanderbilt University School of Law. She has worked as an attorney, specializing in employment law as well as been Vice President of Human Resources for three large companies. She has written for *The Sunday New York Times*, is often quoted as a business expert in newspapers and magazines across the country including *Wall Street Journal*, *New York Times*, *Chicago Tribune*, *USA Today*, *MSNBC*, *CBS Money Watch* and *Entrepreneur* and appears regularly on local *ABC*, *CBS* and *Fox* television affiliates. She is the author of the business books, "Management Courage – Having the Heart of a Lion" and "The Hidden Language of Business – Workplace Politics, Power & Influence." She has served on the Board of Directors for various corporations and charities.

Question #1

What I learned this past week from the people I manage (or interact with on a regular basis) was:

1.

2.

3.

Question #2

What the people I manage (or interact with on a regular basis) learned from me this past week was:

1.

2.

3.

Question #3

What I know about each person I manage (or interact with on a regular basis) that is non-work related is:

1.

2.

3.

Question #4

Developmental Assessment Worksheet

Name: _____ Current Position: _____

Major Strengths:

Areas for Development:

Describe your current short-term development plans for this individual:

Describe your current long-term development plans for this individual:

Date on which I discussed these plans with my employee: _____

Question #5

Job Skills Assessment

Name: _____ Current Position: _____

List the ten most important skills for this position. Remember to include “soft skills.” Label each skill with a T if it is a trainable skill and a U if it is an untrainable skill. Rate the candidate on each characteristic from 1 to 10, with 10 being highest possible rating.

Characteristic (in order of importance)

Rating

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Question #6

My leadership message needs to be:

The biggest danger of wavering from this message happens when:

Question #7

What will inspire people in my leadership message is:

Question #8

The 'B players I need to spend more time with are:

The "C players" I currently have in the wrong jobs are:

I will address each situation in the following manner:

Morford's Leadership Questions

1. What five things have you learned this past week from the people you manage (or interact with on a regular basis)?
2. What five things have the people that you manage (or interact with on a regular basis) learned from you this past week?
3. What do you know about each person you manage (or interact with on a regular basis) that is non-work related?
4. What is your short-term and long-range development plan for each person you manage (or interact with on a regular basis)?
5. Are the employees (and potential employees) with whom you work capable of doing the things you ask them to do?
6. Is your message clear? Do you ever waver or send mixed signals?
7. Is your message inspirational?
8. Do you value your B players as much as you do your A players? Do you tolerate C players?

Margaret Morford
CEO, *The HR Edge, Inc.*
133 Hearthstone Manor Circle
Brentwood, TN 37027
615-371-8200
mmorford@thehredge.net
www.thehredge.net