

R.E.M.E—The Tool to Manage By

 By Carl Tompkins

The Way of Business
16720 N. Dean Road
Nine Mile Falls, WA 99026
Phone: 509.939.4808
E-mail: mike@thewayofbusiness.org

Educating People in
God's Way of Doing
Business!



REME is the test that I run managers through when they claim to have a problem-employee who faces termination. Following the test, nearly 90 percent of the time it is the manager who is in error and not the employee. The following four things are the responsibility of management to deliver if there are to be successful, highly productive employees.

R

Requirements: Does the employee know exactly what they are paid to accomplish? If I were to ask the employee the answer to this question, would they respond exactly the same way you would, as their supervisor? Provide a written job description.

E

Education: Has the employee been trained to complete every aspect of their job in the manner that you prefer? Such training must occur prior to the employee being left on their own to conduct business. Annual reviews and updates on training must be a regular part of managements responsibilities.

M

Measurement: Regular, two-way communications are the number one need of employees. Formal reviews should be conducted at least twice per any given year. Conduct the “Monthly Cup of Coffee.” As manager, listen more than you speak, be prepared with good questions and follow through on every commitment.

E

Example: It has been said that example is the only teacher. No servant will out perform their master. In the workplace, no employee will outperform their boss. Trust in the fact that “What you are thunders so loudly that I cannot hear a word you say!” Walk your talk and you will have many willing to follow!