



DEALING WITH INCOMPETENT EMPLOYEES

A good leader is one who knows how to work with different types of people – even with the people who are not very great at work and are considering other options for jobs.

Also, a good leader should have the quality to motivate underperformers, coordinate with workers who are annoying to other workers and able to solve employee's difficulties. Managing an ineffective worker can be a serious test of patience, not forgetting the negative impact it can have on your team, your work culture and ultimately, your start-up.

Firing and avoiding such employees isn't always the first option, so the leader needs to keep calm and manage these employees professionally, because at the end of the day if the team fails because of these employees, it shows the poor performance of the Leader.

Here are ways to deal with incompetent employees in the team:

1. Communicate Clearly

The most common reason of non/wrong execution of any instruction is lack of communication between the team head and its employees. Sometimes employees are in confusion on whether to do this work or not, how to do this work, and at the end the work is not done or not correctly done by the employees. Project management softwares like Skedulo, 15five, Trello are Apps that's made for teams operating across multiple jobsites, Skedulo for instance is the answer to the 5W question: who, what, where, why and when.

2. Document Everything

There is a popular saying that "the bluntest pencil is sharper than the sharpest memory." Human memory is not sharp enough to remember each instruction given to him.

3. Stay Cool

Every person has a breaking point – a point from where a team head can't work with any of the employee. However, a good leader should avoid crossing that line. Good mental health is essential to stay calm.

4. Be Prepared To Take Tough Decisions

After backing up the incompetent people just watch their performance for some time. If after probation they still don't perform, then it's time for the team head to take a tough decision.

HOW CAN THINGS BE MADE BETTTER?

• Organised Management Process

It's often seen that employees perform better in situations where they have organised system of work items assignment and management system. A workflow responsibility matrix too could be made to have a clearer picture of who handles what assignment per time.

• Performance Tracking Automation

• Appreciation On Better Jobs

Many times a simple "thank you" and "job well done" goes a long way.

Address situations ASAP

Offer support to the affected employees.

Re-evaluate the job fit

Lead by example and Improve your own performance.

When it's time to let them go don't be sentimental about it.

Olufunbi Akinyosoye

Vice President, Appoemn
CEO Dunamis Events || @dunamisevents



SENDFORTH & INAUGURATION OF OLD & NEW EXCOS



OLD EXCOS

From left to right

- (1). Kehinde Iyiola - Events Director (2). Adefunke Kuyoro - Vice President (3). Bose Abisagbola - PR Director (4). Adejoke Adebeseo - Welfare Director (5). Taiwo Adeola - Logistics Director (6). Gbemi Ope - President (7). Titlayo Ezeagwula - Finance Director (8). Ajibola Richards - Education Director



NEW EXCOS

From left to right

- (1) Ojuolape Femi - Ayodele - Welfare Director (2). Olajumoke Olatunji - Asst Gen Sec (3). Segun Okunuga- Logistics Director (4). Yemisi Peters - Education Director (5). Maria Pamella Nwonu - Events Director (6) Mrs. Gbemi Shasore - Patron (7). Adefunke Kuyoro - President (8). Olufunbi Akinyosoye - Vice President (9). Bose Abissgbola - Public Relations Director (10). Funmi Olaogun - Finance Director (11). Omolola Balogun - General Secretary

PHOTO SPLASH FROM SENDFORTH FOR OLD EXCOS & INAUGURATION OF NEW EXCOS



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What is Insurance?

Insurance is a contractual agreement between two people in which one party i.e. the Insurance company agrees to compensate for the loss or damage sustained by the other party which is the Insured, a definite amount in exchange for an adequate consideration which is the premium.

Insurance main objective is to give financial security and protection to the Insured.

Simply stated- A contract between two people where in there is a contract document which is called the policy and this goes to the root of the contract. It stipulates the terms and conditions of the cover being provided, amount payable in event of a loss and in exchange for an adequate consideration called Premium. Most Insurance contracts are annual contracts.

1. Do I need an Insurance before I start my business?

Apart from Motor third party insurance, Building under construction insurance, Employee Group Life Insurance, Employers liability which are made compulsory by the law, You may not insure, but I bet you its highly recommended and advisable that you put an Insurance in place because disaster does neither give a warning nor a flash light. Being uninsured puts you as the owner, the employees and the company's assets at risk.

Having Insurance in place can save any company from a lot of pain and loss of money. One catastrophic event could be enough to wipe out a small business before it even has a chance to get started.

2. How effective is Insurance?

Insurance is very effective because of the following benefits:

- The peace of mind insurance gives
- The fact that the owner of a property knows that there is a compensation in case of a loss or damage.
- Out of pocket expenses is reduced- Managing cash flow
- No need to set aside extra fund
- Reduces social burden

3. Will insurance protect my business from every peril or destruction

Insurance provides cover for pure risks alone, risk that they can calculate future

Insurance Benefits



losses

Non Insurable risks are losses and claims that cannot be calculated hence premium can't be fixed i.e. Natural disasters – Acts of God, war, terrorism and radioactive contamination (all these are Non Insurable).

1. How do I ensure am well protected when signing?

- As much as possible identify your needs because needs differ- Engage the services of a Brooker-shop around for good company, and good rate
- Read the copy policy properly before signing

TYPES OF INSURANCE

There are two classes of Insurance. Which are: General Insurance Business and Life Insurance Business.

1. General Insurance Business. They are classified into:

- i. Fire
- ii. Motor
- iii. Oil and gas
- iv. Marine, amongst others

2. Life Insurance Business

- i. Individual Life Insurance
- ii. Group Life Insurance
- iii. Health Insurance Business

For us as Event Practitioner, the following insurances are important

1. The Motor Third Party Insurance

The policy is compulsory for owners and drivers of vehicles, motorcycle and other types of vehicles. It protects the insured from liabilities including death, damage to property or bodily injury of a third party arising from the use of insured vehicles.

But I recommend the comprehensive cover so that it covers your vehicle against losses arising from theft, accidental damage and fire, and also in addition to travel mishaps.

1. Occupiers Liability Insurance

It is a mandatory insurance policy for owners or occupiers of premises. It covers their liability with respect to the use of the premises by third parties which may result in injury, loss or damage to property or even death.

2. Employee Group Life Insurance

All private sector employers with at least five employees are to participate in the scheme by making contributions to the employees retirement savings account.

Under the PRA, the employer is required to maintain a group life insurance policy for employees for an amount representing the minimum of three times the annual total emolument of such employees.

3. All Risk Insurance

This policy provides cover against accidental damage or loss of items that are movable in nature. It is very comprehensive and provides cover to the policy holder against the accidental of, or damage to such items. This cover is not restricted to premises or location where items are kept but it is functional within a specified geographical limit.

4. Professional Indemnity/liability cover- Those that give professional advice. For example planners

Error and Omission- for consultant alledge breach of professional duty.

5. GIT Insurance from the port to our ware houses, from ware houses to venue

Mrs Adeola Falomo

CEO, Courage Events & Rentals
@Courageevents