

THIS IS THE BOOK BOSSES DON'T WANT YOU TO READ!

WHO'S AFRAID OF THE
BIG, BAD BOSS?



How to Survive 13 Types of
Dysfunctional, Disrespectful,
Dishonest Little Dictators

MARILYN HAIGHT

Available at Amazon.com
Worded Write Publishing
Republished February 2008
ISBN 978-0-9800390-1-6
Paperback
250 pages, 6x9
\$15.00

Marilyn Haight
20403 N. Lake Pleasant Rd.
Suite 117-150
Peoria, AZ 85382
(623) 825-3845
E-mail: info@bigbadboss.com
Web: <http://www.bigbadboss.com>

WORKING WITH THE BOSS'S DAUGHTER

"I am currently a supplier to [a] company and there may be a job opportunity with them but I am afraid I may be hopping out of the pan and into the fire. If I accept a position with [this company] I would be working very closely with [the owner's daughter] so I would like to know what the best way of handling her would be while attempting to grow the business.

"The [owner] built a successful...business and hired his daughter to run [a] department which has direct customer contact and is critical to the success of the company. She is somewhat abrasive with clients, believing that she knows best, ignoring their directions and substituting what she thinks they should have rather than what they asked for. The company has recently lost some key accounts due to her behaviour.

"She is very rude to all employees above and below her position. She is insulated and protected by her relationship with the owner (her father). It would not matter what position she held, receptionist, clerk, or vice president, she would, as daughter of the owner, always have more 'influence' than all other employees combined."

Dear Supplier,

If the owner's daughter is going to be your boss, it is likely that you will be walking into a situation with a Suppressor Boss (Chapter 2 in "Who's Afraid of the Big, Bad Boss?"). Here is an excerpt:

"Suppressor Bosses do not allow the employees who report to them to exercise leadership; employees are prohibited from contributing useful ideas and managing important projects--the more knowledgeable and competent the employee, the greater the restrictions."

Talk to the person who currently holds the position you are considering. Find out why he or she is leaving and what influence and affect the boss's daughter has on the position.

If this is a new position, the job, to "grow the business," might have been created to compensate

for the clients the company loses as a result of the behavior of the owner's daughter. If the company cannot sustain long-term relationships with clients and generate repeat business, it cannot grow. This could be an impossible job.

I wonder why you would consider working at this company when you already know:

1. "The company has recently lost some accounts due to [the owner's daughter's] behaviour"
2. "She is somewhat abrasive with clients" and she "has direct customer contact."
3. She substitutes "what she thinks [clients] should have rather than what they asked for."
4. "She is very rude to all employees..."

Even as a peer, the owner's daughter is likely to have a negative effect on your performance results, unless you can get a written job description that states "grow" means "number of new clients brought in" rather than "number of clients sustained." I would suspect the owner wants the latter, regardless of what he tells you. And if you don't achieve your results, it's unlikely that you'll keep this job for long or get a good recommendation when you decide to move on.

Your current relationship as a supplier is a partial gauge for how you can expect to be treated. Once you become an employee, that relationship is likely to change for the worse, and the boss's daughter will have power over your livelihood--now she only has power over your sales results. There isn't much you can do to turn a reporting relationship with a Suppressor Boss into a good situation for yourself. You cannot change another person, no matter what your relationship is to her.