



Small businesses without HR departments can seek outside expertise for help with hiring/firing such as:

- Attorneys
- HR consultants or placement firms
- The Employers Association
- HR Online support (HRGuide.com, Fairmeasures, com, HRAdvice.com)

Some managers are gun-shy after a bad hire, and investing in outside expertise can be well worth it.

Once you have selected a candidate, make sure you maintain that relationship through:

- Ongoing training
- Communication
- Scheduled reviews
- Opportunities to achieve within the company

Firing someone is never easy. One of my clients confessed that he hated showing up at work each day, bracing himself against a hire that begrudged the company's hard-earned success. He had been procrastinating, but realized he had to weed out this employee. He found outside expertise to hire someone who is not only competent, but also excited about being there. As a result of letting the disgruntled employee go, the work environment has been transformed.

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