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In these turbulent times, it is imperative that companies optimize their strengths and utilize their resources to provide the customer with quality products and/or services. So here are my recommended resolutions for Businesses:

8 Key Business Resolutions

- 1. Strengthen your relationship with your client.** Use every possible tool and practice to both touch your clients frequently. Determine what is important to them and show them how you are meeting their expectations.
- 2. Make a Plan.** Create a plan that is both tactical and strategically. Make sure you include a creative and financially sound marketing plan.
- 3. Improve communication with your management team and employees**
4. Focus on your key employees and make sure that they understand the need to improve communication and be accountable for results.
- 5. Implement cost cutting techniques without sacrificing quality.** Be prepared to budget accordingly in relation to the external and internal factors affecting your highly competitive market.
- 6. Build a support team.** Lean on your advisory team of professionals to help you formulate a financially focused action plan that offers the metrics to define success.
- 7. Become goal-oriented.** Create a goal-oriented culture that thrives on achievement.
- 8. Monitor your progress.** Make sure you create dashboards for you and your management team to monitor the key performance indicators.

9 Key Management Resolutions.

1. Improve communication with your staff and make sure that your platforms are effective. Make sure you spend the time for One-on-Ones with all team members.
2. Identify your key employees and make sure their development plan reflects a succession plan for your company.
3. Create Dashboards that reflect the financial implications including revenue generation, operating costs or expenses, and profitability by your area or department. Use Dashboards to make quicker decisions or take actions that are more effective.
4. Focus on your strengths and how you can elevate your performance without dwelling on your weaknesses.
5. Create specific metrics for your department and individual team members
6. Be open to create cultural change in your department and company.
7. Delegate and cross-train to the maximum.
8. Use technology to become more effective, not efficient.
9. Lead by example: exhibit a goal-oriented process at all times.

5 HR Resolutions

1. Conduct a Human Resources Audit to insure full compliance
2. Decrease the number of EEO complaints by increasing management training
3. Designate one topic EEO or Diversity and make Mandatory Training for all management staff
4. Plan team building workshops for your Team Members to build relationships and boost morale
5. Review your company's open communication process.

Explore HR Audits