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# What happens when you lay down a refrigerator

The employers lay off employees for a number of different reasons and laws in many states allow companies to fire workers at any time until the stated reason for the dismissal does not in violation of state or federal law. Most of the layoffs are related to cost reduction or poor work performance, but the human resources supervisory authorities and departments should always keep a detailed record of the termination process to ensure workers' rights were violated. During recessions, many companies cut production due to an imbalance between supply and demand. A company may not be financially sustainable, if you pay people to produce goods that are unsold. Companies also cut production when new technologies make the old technology obsolete. In some cases, increased automation leads to a reduced workforce, while in other situations, companies lay off employees â â whose skill sets are not suitable to new areas of development and production. Companies should cut essential roles that actually cause the company to lose money. The companies from various different sectors require employees to comply with the privacy policy if to protect customer information or company secrets. A company has to lay off an employee that security breaches and leaks of confidential information in the public domain. Employees who violate security procedures are a danger to themselves and other employees and potentially leave the company open to lawsuits. Laying off employees who act recklessly helps the company to maintain a secure environment and potentially save money. Other serious violations of the rules and regulations of the company, often require severance. The main employers sometimes move operations to a new state or country, because © local tax laws limit profitability © or because the local area does not have a sufficiently skilled workforce. Employers sometimes offer existing employees the opportunity to move, but the transfer process is often costly for both the company and employees. If a company moves its operations to another nation, existing employees could have problems with both learning the local language and obtain work authorization to work abroad. As a result, many companies benefit from lay off employees before moving operations. Employers should take the subordinate employees into account when making layoffs. Employees who are often late or absent without a valid excuse are less productive than other more reliable employees. People who escape the responsibilities of work or prove unwilling or unable to obtain industry licenses needed to perform their job duties can not do the job they were hired for. To remain competitive and productive, companies must hold employees accountable for their performance and, where necessary, lay off people who consistently fail to meet basic expectations. If a brick wall is too monumental a task for you, maybe it will not be so intimidated by placing their brick path (or patio). The routes do not require mortar, that is difficult to work. Consider laying a trail of 3 to 4 feet wide (0.9 to 1.2 meters) - big enough for two people to walk side by side. Choosing the brick is important, too: Get pavers classified as "bad weather", so they will withstand the elements and years of foot traffic. To keep everything in its place, while working, use stakes Hammer plastic guides along the damage edge.to prevent long term, place the path a good distance away from trees with large roots. Furthermore, the flow of water plant with a slight slope (about an eighth of a thumb per foot) [Source: Stimpson]. It is not just a puddle to avoid: in cold climates, water will deposit, freeze and thaw, causing bricks to pop-ups and make uneven.The path harder part of laying a brick trail is undoubtedly The establishment of the Foundation, which consists of excavation in the soil, and therefore the laying of a gravel and sand base. Exact recommendations vary, but according to professional Dustin Carrier, you will need to dig a 10 for (Trench from 25.40 to 30.5-centimeter) in the land where the path will mentir. Digging and cutting any roots of the trees you meet. Using a compactor machine (which can be rented), pack the ground along the ground ground.Next, lay the landscape fabric along the ground, which allows the water to fall through but keeps the ground separated from the base. Pour a 3 to 4-inch gravel layer (from 7.6 to 10.2-centimeter) on the fabric, compact and repeat the process for a solid base. The base ends with a 1-inch sand layer (2.5-centimeter). Smooth the sand with a card from 2 x 4 cuts to the correct length. Drag the card along the guides for a level surface. You may consider taking a professional to do the grunt work of the foundation for you, and you can choose to lay the bricks alone after the sides, put the bricks in the desired model. Use the compactor again to level the bricks in the sand below for a smooth surface. Finally, pour sand to the walkway and use a push broom to fill it in the cracks. Wet the path to fix the sand and repeat with more sand until the joints are closely filled. Fortecly More information on do-it-yourself projects, see the links on the next page. Ã ¢ â,¬ "Meryn" right for my wrongs, but they are fun the same you have helped me write this song - Kanye West shortly after selling opsWare at Hewlett-Packard, I had a conversation with the legendary venture capitalist Doug Lion of Capital Sequoia. He wanted to feel the story of how we went to Dotomed into the eyes of the world to a result of $ 1.6 s without recapitalization. After bringing it through the details, including several nearby bankruptcies, a stock price of $ 0.35 / Share, unlimited ugly printing and 3 separate redundancies in which we lost a total of 400 employees, he was more surprised by layoffs. He said that during his he was over 20 years in the venture capital business, he never saw a company recover from consecutive dismissals and reach a billion dollars more results. He said he bet against this every time and wanted to know how I did it. Since my only experience was the great exception, I needed more information. I asked him why all the other start-ups failed. He replied that the layoffs inevitably broke the culture of the company. After seeing their arranged friends, employees were no longer willing to make the necessary sacrifices needed to build a company. He said that, although it was possible to survive an isolated dismissal, it was enormously unlikely that a company has had a great success. He added that the construction of a very precious business after 3 consecutive giants detached accompanied by a horrible coverage of the prominent press (we took part in part with the hedging stories both in the Wall Street Journal and in BusinessWek) it was a complete violation of the laws of risk capital physics. Of course, he wanted to know how we did it. After thinking for the last two years, here is my answer Doug.in Retrospect, we were able to maintain cultural continuity and preserve our best employees despite many massive dismissals, because we posed people from the right way. This can seem nutty ... how can you do something that is fundamentally wrong in Ã ¢ â,¬ å "the right way? Ã, â,¬ Here's how. Step 1: Take your head just when a company cannot hit its financial plan so strictly that it has to shoot the employees who went at a long time and expenses to take, weighs heavily on the Chief Executive Officer. During the first dismissal of ours I remember having forwarded an e-mail exchange between a group of employees. In the exchange one of our smartest employees wrote: Ã ¢ â,¬ "Well is lying or stupid or both." I remember to read and think: Ã ¢ â,¬ Å "definably stupid. ¬ During a time like this, it is difficult to focus on the future, because the past overwhelms you ... but this is exactly what you have to do. Step 2: from delaying once you decide that you will have to lay the people out, The time spent through the decision and execution of the decision should be as short as possible. If if if if Leaks (which will inevitably do if it delays), then a further series of problems will be addressed. Employees will question managers and ask if a dismissal is coming or not. If managers don't know, they will seem stupid. If the managers know, they will have to lie to their employees, contribute to loss, or remain silent, which will create further agitation. In ForemCloud / OpsWare, we have poorly managed this on our first dismissal, but has significantly corrected things in the following two. Invoro in a dismissal, members of the board of directors will try to make you feel better by putting a positive ride on things. They could say: Ã ¢ â,¬ "This gives us a great opportunity to deal with some performance problems and simplify the business." It could be true, but don't let that cloud your thought or message for the company. You're lying people because the company has not succeeded in hitting its plan. If the individual performance was the only thing in question, then you are taking a different measure. The performance of the company have failed. This distinction is fundamental, since the message to the company and the individuals arranged should not be: Ã ¢ â,¬ "This is fantastic, we are cleaning the performance." The message must be: Ã ¢ â,¬ Å "The bankruptcy society and in order to move forward, we will have to lose some excellent people. By admitting the failure might not seem like a big problem, but trust me, it is. Ã ¢ â,¬" sust me.Ã ¢ â,¬ , ¬ "That's what a CEO says every day to its employees. Trust me, this will be a good company. Trust me, this will be good for your career. Trust me, this will be good for your life. A dismissal breaks that trust. To reconstruct trust, you have to be cleaned. Step 4: Train your managers The most important step in the entire exercise is training the management team. If you send the managers in this super uncomfortable situation without training, the Most of them fail. Start with a golden rule: managers must licens Ring your own people. They fail to pass the task for HR or a more sadistic peer. It is not possible to take an outsourcing company like the one in the film in the air. Every manager has to dismiss their own people. Why so tight? Why can't you manage the managers of the conflictual only this task for everyone? Because people do not remember every day they worked for your company, but they will surely remember the day when you cut them. It will remember every last detail of that day and the details import greatly. The reputation of your company and your managers depend on you stand up, in front of the employees who trusted you and have worked hard for you. If you hired me and caught my ass who worked for you, I expect you to have the courage to hold myself alone. Once clarifying that managers have to fired their own people, make sure to prepare them for the task: they should briefly explain what happened and that is a company rather than a personal failure. They should be clear that the employee is influenced and that the decision is not negotiable. They should be fully prepared with all the details of the benefits and claim that the company expects to provide. Step 5: Address the entire company before running the Lay Off, the CEO must direct the company. The CEO must provide the overall message that provides the correct context and the air cover for the managers. If you do your job right, managers will have a much easier time doing their job. When you do, keep in mind that Intuit founder Bill Campbell told me ... the message is for the people staying. People who remain deeply treated on how their colleagues are treated. Many of the people who relax will have closest relationships People who remain there, so treat them with the appropriate level of respect. However, the company must move forward, so be careful not to apologize too much. After making the speech telling your company that you will leave many, you won't want to go out and talk to people. Desideri desires feel like going to a bar and drink a fifth of tequila. Do not do it. To be present. Be visible. Be engaging. People want to see you. They want to see if or don't care. People who are fired will want to know if they still have a relationship with you and society. Talk to people. Help them bring their things to their car. Let them know that you appreciate their efforts.acknowledgementi would like to say that it came to me with all this alone, but in truth there is no way I could have done without the help of my dear friend Bill Campbell. Help Billa S During these times the company saved. Finally, once again thank all the wonderful and dedicated people who worked for LoudCloud that we threw away or transferred to Eds. I'm sure I speak for all those who have always worked at opsWare, when I say a thank you for saving our butts.Ã ¢ reprinted by Bena S Blogben Horowitz is the co-founder and general partner (together with Marc Andreessen) of the company Venture Capital Andreessen Horowitz based in Menlo Park. Follow it to @Bhorowitz, or get updates on your venture capital @ A16Z company. @ A16Z.


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