# emtrain

# STOP DRAMA IN ITS TRACKS

## by Anticipating These 5 Triggers

Essential business decisions or processes may have unintended culture consequences if employers aren't careful. Since many decisions are made behind closed doors, drama could quickly stir if team members feel uneasy, unheard or out of the loop.

Luckily, there are several common triggers that savvy HR pros know to look for to stop drama in its tracks before it becomes an organizational nightmare.

---

**TRIGGER 1**

## Change in organizational structures

**How to address:**
Describe the reasoning for your change and be transparent on what is being done, how it will be done, and the intended benefits. Be specific on role changes for your team, and communicate early and often as more details arise.

---
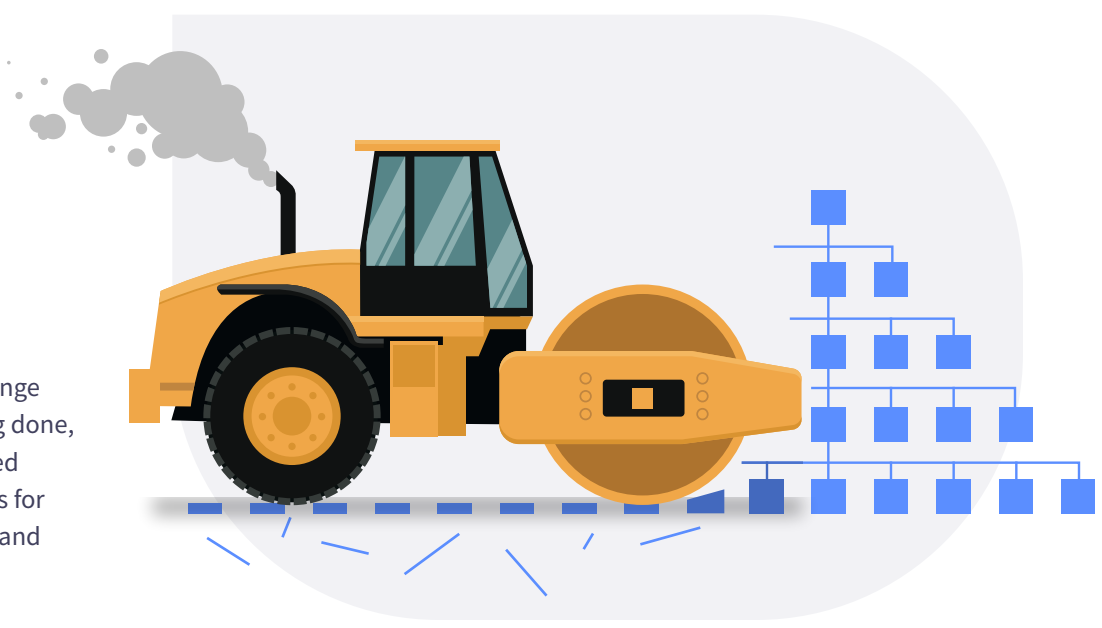
**TRIGGER 2**

## A new organizational leader joins

**How to address:**
Have a waiting period for any radical change. New leaders should spend at least 90 days observing and learning before implementing significant changes.

---

**TRIGGER 3**

## Ranking systems and too-frequent use of performance improvement plans (PIPS)

**How to address:**
Create accurate and precise job descriptions that clearly define what is expected of employees. Provide continuous, honest feedback to your team, and question the use of ranking systems to better address performance concerns.

PIP

PIP

---
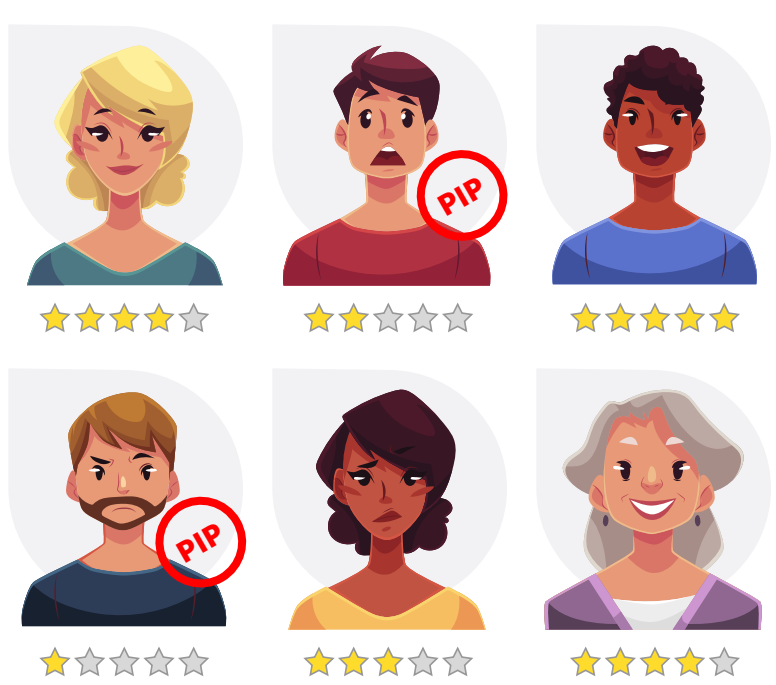
**TRIGGER 4**

## A bad hire is made, changing team dynamics

**How to address:**
Recognize the need to act quickly and decisively, and identify a fix. Assess whether more training is needed or if the team member would fit better elsewhere, and learn from the mistake. If the hire was a gut or emotion-driven decision, create a more methodical and effective recruitment and hiring protocol.

---

**TRIGGER 5**

## Using training only as a litigation-avoidance tool

**How to address:**
Whether live or online, avoid "bad training" by using nuanced examples that promote an engaging training experience. Solicit feedback on how to improve your training, and offer voluntary trainings that team members are incentivized to participate in.

Mandatory HR Training

---

These are just a few of the common situations that could make or break your workplace culture. Learn more about key trigger points where you should anticipate drama, and how you can enable a drama-free workplace by downloading this **free e-book**.