



Delegating

Holding the sandwich together

Conflict Resolution

Fighting with a coworker is not like fighting with a friend or family member. Any personal conflicts should be left outside work, and any professional conflict should be resolved immediately. Ignoring, passively arguing, or blatantly fighting the problem is not an effective way of fixing these situations.

Here are some ways to effectively resolve conflict

- "Seek first to understand, and then to be understood." Even though you're head hancha, your employees' attitudes will be the deciding factor in the success of your Jimmy John's branch. No conflict will be resolved if your employees feel as though they are insignificant, or unvalued.
- Keep communication channels open; it will not be resolved by ignoring the problem.
- Engage higher levels of management if needed, or obtain the advice of a mediator to remain objective.
- Try not to jump to conclusions before understanding the big picture.



Effective leadership is putting first things first. Effective management is displaying discipline and control.

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