



## **The Limitless Women Podcast When and How to Fire?**

Is a team member consistently “dropping the ball” and unreliable? Well then most likely it's time to have the necessary conversation about letting them go. These conversations have a tendency to be uncomfortable and unpleasant. However, is it possible to have this discussion in a way that makes both parties feel appreciated, grateful, and ready to move on? Yes! If you want to learn how, listen to today's episode.

### **Want to skip ahead? Episode Highlights**

[01:09] Discover the biggest obstacle that tends to prevent women from making this much needed step.

[01:45] Listen for a few hints and signals that it is the right time to fire someone.

[02:32] How should you fire someone and what are some key phrases to say to ensure it's a successful and compassionate conversation.

### **Episode Transcript**

[MC] Welcome to the Limitless Women Podcast. Our mission is to help women business owners, like you, grow profitable businesses and actualize your opportunities to serve and give to yourself and others. Here's your host, the founder of Limitless Women, Laura Gisborne.

*[Laura Gisborne]* Thanks for listening to the Limitless Women Podcast. This episode is an excerpt from a video series on business tips I created for you. If you find this valuable and want to have a deeper, longer training, visit the Limitless Women YouTube Channel, subscribe and check out the rest of the series.



You've been working with that team member that you just know is not going to cut it. It's time for you to really look at is it a win for you to stay in this relationship? Or is it time for you to fire them? In today's video, I'd like to share with you a few tricks that have helped us over the years when it's really time to let go so that we can grow in a new direction. The first thing is to know that when you let somebody go, you're actually doing something great for them and great for your organization. All too long, as women, we tend to get loyal. We want to hold on. We want to believe that things are going to be better and different. Ask me how I know. I've done this many, many times. I want you to be kind to yourself and understand that on the other side, when you let somebody go who is not working out for your organization, they have great opportunities to expand, and they're probably going to shine somewhere else versus staying with you out of their own loyalty and not feeling great about the whole process.

You know that it's time to let someone go when there's a few hints and signals. One is if they're dropping balls. If you say, okay, I've given this person something to do, you get your team meeting, you're having a conversation, and it's just not getting done. In our organization, we try to move those things to other team members as quickly as possible. But if you're in a position where you're a small organization, you only have one or two key members right now, you're not really able to do that. You're not always able to move and be nimble. So I need you to look at is this happening again and again? If it's happening again and again, you can have a conversation, you can try and work it out. But if they continue to not do what they're assigned to do, or they don't do it to the level or the caliber of what you are expecting, it's time to let them go.

How do you do it? What do you say? Over the years, what I found is that if I can take things off of someone's plate, let's say that they're an independent contractor and they're working kind of on an hourly piece, what we'll do is try to move things away from them, give them the opportunity through communication to talk about it, and see if there's a way to fix it. But usually, as we start cutting their hours back, they know and we know that it's not working.



Now, if that is not going to compel them to go ahead and leave on their own, it's important for you to be able to have a compassionate conversation. Some of the language that's worked well for us over the years is to really acknowledge the person and thank them deeply and profoundly for their service to your community and to your organization. And then to very gracefully and gently say to them, "I think we're moving in different directions. I know you're not happy. We're trying to do our best to communicate with you. I'm trying to do my best as a leader here to support you. But it's just not working out. How can we best support you in choosing your next steps?" Giving them the opportunity to move on in a way that is empowering, where they don't feel attacked, they don't feel criticized. Because listen, if it's time to go, you're not going to fix or correct who they are or try to make it better for them somewhere else. You're going to really want to lovingly, again, be grateful for the time you've been together, let them go and find their wings, and invite them to find another way to express themselves and add value to somebody else's organization.

I hope you found that helpful. If you're in this position and I can help you in any way, please reach out to me through the website at [limitlesswomen.com](http://limitlesswomen.com). We've got lots of great resources for you not only about this subject, which is a little sad, of letting somebody go, but also how to bring on new people when you're ready to do that as well. I want to continue to support you as you grow your company.

[Laura Gisborne] Are you wanting a deeper dive into topics like the ones we are talking about on today's show? Did you know at Limitless Women we offer a business school that's been proven to help women entrepreneurs just like you build profitable business so they give back? Visit us at [Limitlesswomen.com](http://Limitlesswomen.com) to learn more about how you can sign up for the next semester of Limitless Women Business School.

[MC] You've been listening to The Limitless Women Podcast, with your host Laura Gisborne. Our mission is to help women business owners like you, grow profitable businesses and actualize your opportunities to serve and give to yourself and others. Are you a Limitless Woman? This is your personal invitation to learn how you can join our online community, grow through our business school and play with us at our live events. Go to [LimitlessWomen.com](http://LimitlessWomen.com) for all the details. That's [LimitlessWomen.com](http://LimitlessWomen.com). Thanks for joining us!