“Fair but Firm”

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“Fair but Firm” often refers to the ‘authority aspect’ of the management style of a decision maker who also occupies a leadership position in a family, school, company or local / state/ national government.

“Fair” means open-minded in fact finding, untainted by non-related considerations and absent of private agendas. It incorporates decisions that are fully justified by the evidence, the facts of the matter.

“Firm” means final. Firm decisions are embedded in cement. They can be relied upon. They are not subject to ‘reconsideration’ or subsequent amendments. They may not be appealed to a higher authority. These decisions must be accepted as fact.

Managers who consistently make **“Fair but Firm”** decisions are a pleasure to have at the top of the heap in any corporate culture. They can be relied upon as steady and predictable. They tend to be strong, self-confident leaders who get things done and fully credit others where credit is due. They also generally:

- Expect the best from themselves and from others;
- Delegate authority freely;
- Do not hesitate to resolve situations needing immediate attention;
- Disdain political maneuvering;
- Appreciate straightforward discussions;
- Limit paperwork & meeting attendance for themselves & subordinates;
- Consistently maintain a significant field presence;
- Take the heat for subordinates who make mistakes through human error;
- Embrace a comprehensive, long term career development policy; and
- Promote from within.

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