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Micro guide spacing

In case it went under your radar, Leopard's Spaces feature improved in the 10.5.3 release, making the workspace switch more intuitive. Upshot: You can now create and switch between workspaces based on tasks rather than apps. VIEW MORE PHOTOS > There are nearly a thousand hotels in New York, but in the late 1990s Keith Yamashita could never find a room when he needed it. It was the height of the internet boom, recalls the co-founder of Stone Yamashita Partners, a San Francisco consulting firm, and whenever I had to come to meetings, the hotels were always full. I decided that it would be more convenient and affordable to buy a corporate apartment. The pre-war studio he purchased at Greenwich Village solved the problem of housing quite conveniently, but Yamashita soon longed for a bigger place. I really wanted somewhere where members of my team could work as well as sleep, he says, somewhere we could meet clients in a creative environment less limited in corporate language. At the same time, Yamashita and his life and work partner Todd Holcomb added their baby daughter to their itinerant entourage. From time to time, they brought Colette with them to New York. As anyone who has ever had a child in the studio can tell you, says Yamashita, it's very difficult. So when an 800-square-foot one-bedroom apartment in the same building became available in 2005, Yamashita bought it and hired designer Stephen Scaliff to design the space. VIEW MORE PHOTOS> I admired his work in an article at Metropolitan Home, in fact, says Yamashita, and one day I accidentally walked into his shop around the corner from the apartment and realized it was the same guy. Because the apartment was well laid out, Sclaroff suggested they keep the main floor plan, while completely overhauling the drapery and outdated bathroom and kitchen. He removed excess stucco to make the space more modern, added glass in strategic locations to carry light from one room to another and replaced the faux-traditional plaster mantle with a brighter fireplace made of travertine and a showy oak tree. But the most significant change Made by Sclaroff - both visually and functionally - was to knock out a pair of shallow cabinets along one living room wall and replace them with two built-in tables and an office storage hidden by teak-folded walls. There's a lot more space than if we bought tables and warehouse blocks, Sclaroff says. One of the big mistakes people make in small rooms is to buy huge, ugly pieces of storage that dominate the room. It is much better to build on storage whenever possible. Washing this, Sclaroff also built a storage unit under the bedroom window and a deep drawer under the bathroom sink and designed kitchen cabinets that rise to an 11-foot ceiling. As well as finishing in the kitchen and bathroom, oak cabinets painted in bright white maximum display; In another part of the apartment, the walls are painted with Benjamin Moore's pale gray White stone. Using the same color for the living room, bedroom and entrance makes the space feel much bigger, says Skliaroff, and because small apartments like this tend to have windows on one side only, it's important to use a pale hue to make the far side of the apartment look as light as possible. Unlike the pale walls, Skliaroff finished off the red oak floor in a custom mix of Jacobin and black spots. Dark color muffle grains and joints in the forest, he explains. This helps to unify and simplify the floor, which is large in a small space. Sticking to dark tones for wooden furniture, Sclaroff chose pieces of mahogany from the 1940s and 50s, low slip but high in style. Above the furniture, he hung carefully chosen lithography and paintings along with a few surprises, like a series of framed samples of a men's suit fabric from the 1940s over a fireplace and a Russian naval flag over a king-size bed. As is desirable in any small apartment, the countertops are clean and closed. The shortage of fragile objections is a clear advantage when Yamashita and Holcombe come to New York with Colette, now two, and her toddler brother, Miles. The lack of personal memory of cops serves another important purpose. I told Stephen that I didn't really want my style to prevail in the apartment,' says Yamashita. I wanted it to be somewhere where our employees and our clients could be home and not feel like they were lending my apartment. I wanted them all to be just as excited to arrive here as I am. review the resources. This content is created and supported by a third party and imported into this page to help users provide their email addresses. You can find more information about this and similar content by piano.io item on this page was curated by ELLE Decor's editor. We can earn commission on some of the items you choose to buy. From disguising uncomfortable spaces to discovering a hidden closet vault, great ideas for solving the most complex design dilemmas of September 10, 2009 Photo: Peter Murdoch This content is created and maintained by a third party, and imported into this page to help users provide their email addresses. You may be able to find more information about this and similar content on piano.io Advertising – Continue reading below Room Ideas Design + Decorate Below are instructions on how to make micro spinning top information. Materials required: Small nut 1 cm wide and

.5 cm thick Ruler of 5 cm aluminum foilThear of peace aluminum foil is 2 cm long and 1.5 cm wide. Note: for a thicker tip, you can use longer and wider foil strips. Twist the foil into a carrot shape from 1 cm to 1.5 cm. One end of the shape should be thicker than the other. Take the nut and twist on the thicker end of the foil. Take the completed micro-top micro-top give him a spin. To spin the micro top keep the tip between the big one and the pointer and give it a strong turn. Not all managers who micromanage are deliberately bad. I think it's also worth noting that not all micromenages want to be this way. Like you and I, micromanages usually have the best intentions - to succeed or finish a project well, but their management style often drives people crazy and causes them high levels of stress. There are basically two types of management styles: practical and practical. In the simplest words, practical managers give their employees autonomy, while practical managers involve themselves in the daily tasks and activities of their people. Excellent practical managers significantly change the life and career of their team through the inspiration, motivation and constant and meaningful feedback they have. That's not always the case, though. Even the best practical managers tend to fall into the trap of micromanagement. Merriam-Webster defines micromanagement as an act of management with excessive control or attention to detail. When you're micromanagement, you keep a close eye on the work of your employees without letting go of the smallest details. Micromaneding is one of the most harmful and unhealthy habits a manager can have. It's a barrier to scaling. If you really want your business and your team to grow, you have to teach your people to cope with responsibilities and take control. How do you know if you're micromanagement? Let's look at these eight micromanagement marks along with steps on how to turn this around. What are the signs of micromanagement? You will know that you are alone if these signs describe your management style:1. You want to be CC'd on everything.Your inbox is full of cc'd conversations about even the most remarkable details. Asking to be copied by email may seem harmless to you, but it tells your staff that you are looking over their shoulders. Monitoring their each step can hurt the team's workflow- and research proves it. Choking under pressure: Several paths to giving up skills, published in the American Journal of Experimental Psychology, shows that employees who believe they are being followed tend to perform at a lower level. What do you get when you look at everything? Insecurity and inaction in your employees. The overwhelming amount of emails in your inbox. Turn it on:If you're after supporting high quality email sharing, teach your email etiquette team. Ultimately, trust them to handle their email threads on their own. For emails where your feedback or approvals are not needed directly or urgently, let your employees know that you no longer need to copy them. (Again, trust them to handle their email themes on their own!) 2. You lose control.Taking #1 further, you constantly feel a desire to test the progress of your employees and what they are want everything to be done in your own way, you always have standards set before someone can say a word, or you always have accurate and step-by-step instructions. As a manager, it's reasonable to monitor your team's progress and make sure everything goes well, especially after you've delegated the task. However, it should be remembered that everything has its limits. Micromanagement stifles the creativity, communication and self-development of your team. Turn it on:There are smarter ways to check the progress of a task without micromanagement: Request weekly or monthly reports of achievements, developments, and challenges met. Set key performance indicators (KPIs) that you can use to evaluate your team's success to achieve key business goals and achieve goals. Implementing goals and key results (OKRs), which is a simple goal system used by Google, Twitter, LinkedIn and other big-name companies to help everyone on the team see progress towards common goals. 3. You do a job that is not yours.When you think that everyone on your team is underperforming, there is a great chance that you are micromanagement. Micromanages usually follow the 120% rule: if a person is not better than a task—120% better— it is the only time they can delegate this task. This may mean that nothing ever really delegates. They often think: Why should I delegate this task if I'm going to make it better? The result: good employees stop taking the initiative or simply leaving altogether. Bring it back: It boils down to a matter of trust. You don't delegate because you don't trust your team to finish the job and finish it well. In the first step, start delegitimize smaller tasks. Depending on their performance and outputs, the level of their responsibility so they can grow with you. Replace the 120% rule with a 70% rule if someone can do the job 70% as best as possible, delegate it to them. Help them throughout the task and give them all the information they need, but let them take control. So you get 70% of the products using almost none of your time. You should trust that your employees will complete the work you have assigned to them. Show them that you have confidence in your skills and ability to do the job. Remember this: delegating benefits to both you and your team. When you delegate tasks, you allow your team to grow and improve. When you delegate tasks, you give yourself more time to focus on the most important business activities. You can learn more about how to delegate here: How to delegate work efficiently (step by step guide)4. You prevent self-acceptable solutions.You don't like it when an employee decides without your input or opinion, even if that decision was within the employee's experience level. Other micromanages as far as wanting to solve each problem yourself! When you prevent your people from making decisions about you hold people accountable and you limit their ability to grow. You undermine your employees' confidence in their own judgment. While it is essential to ensure that decisions—especially important and critical—are made well, you must give your people the autonomy they deserve. Turn it around: Take a few steps back and let them find their way. It can be hard to do at first, but it makes sense: if a person has been hired to do a particular job, you should let them bone in that area. What you can do is make yourself fit when they have questions and trust that they will come to you when they need your guidance. If you think they can solve the problem without your help, send them and motivate them to find your way.5 You say the most at every meeting.You have these three habits when in meetings: You often call an appointment to read a long list of tasks, announcements, and solutions (no objections or questions entertained!). You often call (or attend) meetings to make sure you're getting their points (even if your presence isn't needed). You require all staff to attend meetings, whether it's a topical topic for them or not. What is not healthy with this habit is that in the long run it will waste valuable time, bring confusion, reduce team efficiency, and ultimately make people feel as if their inputs are not valued. Turn it around: don't hold the microphone for yourself. Let your employees talk. It would be helpful to conceptualize new meeting procedures that encourage your employees to join the discussion. Don't let your employees do their status reports where they will give updates on their progress on various projects. And recall, the Cambridge Dictionary defines the word meeting as a planned case where people come together to discuss something. Don't do all the talking; appreciate your employees' contributions and participate in the meeting.6 You dictate everything.When you like to give accurate guidance on how to complete a task, you can be micromanaged. Micromanages provide detailed and step-by-step instructions for all tasks, even for the simplest. It is natural for leaders to give enough directions to make sure the work is done correctly. However, detailing each step prevents your employees from experimenting or creatively with how they perform their tasks. The last thing you'd like to have on your team is robots that don't think on their own and are waiting for your instructions. Here's what's worse: These employees have a duty to feel less involved in their work over time. According to Gallup, disconnected employees cost U.S. companies anywhere from $450 billion to $550 each year. Always give that, not how. Exchange of expectations for final much different from dictating how to get it clearly about what the desired result looks like. Share your vision with your people and then ask them how to get there. When they find out their strategy and manage their tasks, provide the resources, information and support they need to achieve that vision. Most importantly, give credit where it should be. As your employees investigate, they could make small mistakes now and then. And that's ok. Ultimately you will realize that these small losses shape and prepare your team to address great responsibilities and address big goals.7 You expect regular reports.Another micromanagement habit is that they monitor their team's tasks and progress now and then. They are busy monitoring the progress of each employee and their course correction. These employees, on the other hand, must constantly create progress reports or email updates to explain their every step and decision. Requests for constant and often useless progress reports can cause significant harm to your team's motivation and morale: Your employees will feel that someone is always watching their work ready to criticize their every move. You prevent independent work and decision-making when you check everything and discover every mistake. You are damaging your employees' trust in you and higher sticking. You make yourself and your team prioritize the wrong things. You put yourself and your team at risk of burnout. Bring it back: Give your employees the autonomy they need. Ask your team's contribution in the most effective ways for everyone to control each other's progress without being over-controlling. Outline this new approach and stick to it - set boundaries as to when your employees should bring you to the project. Remember that employees who enjoy autonomy in their work produce better jobs and express more satisfaction. So they become more drivey and deal more with their roles.8 Your team has a consistently high turnover.If you notice a worrying trend of people leaving after less than two years of work, it may be time to reconsider your management style. While the problem may be with them, there is also a possibility that this is because of the way you manage them. In addition to large pay and benefits, employees want to work in a place where they can grow and where they feel their ideas are appreciated. Before your employees are annoyed or powerless by your micromanagement, you should take action - take care of your employees and let go of the ropes. Return it:Ask yourself: do you offer support or judgment? It's easy to be so fraught in detail, standards, daylight and processes, but do you need time to invest in your people? As I said earlier, not all micromenages necessarily are Sometimes micromanages manage how they do because they have a genuine investment in success of the team. It's just that they should use their time and effort to lead people, not manage and be excessive. It's never too late to change! The good news is that it's never too late to change. Work to view your management style, request genuine feedback from employees, and take steps to implement the necessary changes. It won't be a transition overnight, but what matters is that you start and take one step at a time. Here's Steve Jobs' quote, which is a great reminder to all of us, micromanagement or not: There's no point hiring smart people and telling them what to do; we hire smart people so they can tell us what to do. More on leadershipFeature photo credit: Thomas Droeo via unsplash.com unsplash.com

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