# Make Boss A Success—He May Make You One

Make your boss a success for better career chances, suggests management expert Donald L. Wass.

"It's a counter-intuitive idea," admitted the president of the William Oncken Co. of Texas Inc., "but any other way can cause trouble."

Wass' suggestion is based on the idea that the boss is the single most important entity to a career among a manager's superiors, peers and subordinates.

"The boss is judge and jury over a career," Wass told a management seminar at A&M. "He recommends promotions, reviews salaries, gives raises and bonuses and hands out credit. Therefore, the appropriate strategy is to get and hold the active support of the boss."

This is done by doing a job well and seeeing that the boss gets credit, claimed the business executive of Dallas. He warned that it doesn't always happen naturally.

Two techniques are available to managers in carrying out projects, Wass said. In one, "when the smoke clears, you appear the driving force and get a gold star in your little black book," with the boss looking on.

The other features the boss as the driving force, so that he gets the star. The boss knows how it comes about, Wass said. So the latter course is the best, simply because the boss can open advancement doors with the least fuss.

The recommended course is nothing new, Wass said, citing a Biblical example featuring Moses and Joshua.

"It's not boot-licking nor apple-polishing, but just doing a good job and making sure that the boss gets credit," the psychologist maintained. "An intra-company political system, like sex, has its pornographic side and its clean side. It depends on one's view."

"When you make the boss a success, only two things can happen and both are good," Wass went on.

He can get promoted and remember how he got there. If another superior asks him how old Joe Blow is doing, "he's got to render a positive judgment on you," Wass said. "That's a plus. But let's say he gets promoted out of the division and you can't go along."

"That's not good, considering the effort you made," Wass observed, "but it's not bad, not a minus. So you're clean."

There is no way a manager can attempt to undermine his boss and have him render a good verdict, he added.

The College of Busness Administration seminar has a record of participants from 18 firms in Texas, Arkansas, North Carolina and Mississippi. The week-long course concludes Friday.


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