



Stanford eCorner

Challenges of Managing: Firing People

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Video URL: <http://ecorner.stanford.edu/videos/868/Challenges-of-Managing-Firing-People>

If Worthington could start the company over, he would hesitate less in firing people. Firing is one of the hardest things to do as a manager, but unfortunately is necessary in some situations and important to the future of the company.



Transcript

Actually one of the things which is probably, it's true but it's hard - if any of you have been managers already and then you'd know this - but one of the hardest things to do as a manager and one of the most important things to do, unfortunately, is to fire people. It's not fun and it's ugly actually. It makes you unpopular. But when you're trying to build something and it needs to go, and you have a team that has some inertia to it, and you have very demanding people like you should have, if somebody is not pulling their weight and it's not there, it can cause the whole thing to come tumbling down. And I think that one of the things I would do differently actually is that I hesitated a few times on that earlier on my career, earlier back in the Fluidigm days. And if I had to do it all over again, I'd be better about that. It's the first thing that comes to mind. As other things come to mind, I would come back to that one.