

CHANGE MANAGEMENT:

5 Principles To Combat Ineffective Leadership



Promoting & Sustaining Healthy Organizations



“The productivity of work is not the responsibility of the worker but of the manager.”

These are the words of the late Peter Drucker, well-known management consultant, educator, author and **“Founder of Modern Management.”** He understood that managers are the key to a successful workforce.

Unfortunately, many companies face ineffective leadership and lackluster management. If your organization struggles with these issues, it’s important to take the necessary steps to effect real change. Transform the way your management operates by enacting these five principles to engage the disengaged manager.



1. Enable education.

Open doors for your managers. By providing leadership development courses and seminars to nurture their leadership skills, you make them feel like valued members of your company. When your managers are learning, they're evolving into innovative, effective employees who have a positive impact on your workforce. Look into leadership development courses that are interactive, dynamic and engaging.

2. Offer incentives that motivate.

Yes, incentivizing your workers is important, but you need to do it the *right* way. "Perform well, and you'll get a bonus" doesn't quite cut it.

Motivate your workers based on specific performance successes. For instance, provide the manager of your sales team with a bonus for hitting his or her quarterly objectives. Or take it in another direction: Engage employees through a profit-sharing plan. After all, when an employee produces outstanding work, it is reflected in your profits. Give your workers a sense of ownership over the company's success.

Incentives don't have to break the bank, though. There are plenty of motivators other than bonuses that positively affect your team. Permit flexible schedules, for instance, enabling your employees to work from home or set their own office hours. You know your team and their interests, so use that knowledge to find motivators that work.

3. Cultivate a culture of growth.

When you hire winning talent, you make an investment in the future of your company. Foster a corporate culture of growth. If your employees are aware that there's room for advancement in your company, they're less likely to look for higher positions elsewhere and more likely to put that energy into their work. Plus, by enacting programs like mentoring and ongoing training, you keep employees engaged and growing within your organization.

Growth acts as a motivator. If managers recognize that their performance is directly tied to their growth within your company, they're more inclined to work hard at running their teams efficiently and successfully. Communicating advancement opportunities to your employees cultivates loyal team members and increases employee retention.

4. Encourage involvement.

When managers are involved in decision-making processes, they feel greater ownership over the direction of the company. Seek out your managers' feedback before decisions or changes are made. At the end of each quarter, give them a chance to voice their opinions about how the objectives could have been met more efficiently or how the company might improve.

The key to encouraging involvement is showing that their views are actually taken into account. Avoid simply gathering feedback and then ignoring the suggestions. Try implementing your managers' proposed changes to show that their voice matters. You're going to see higher employee retention rates when employees feel that their opinions count.

5. Establish open channels of communication.

Be approachable by your managers. Whether they are overwhelmed with work or have suggestions on a project, you want them to know you are there to listen. Refuse to be detached from your managers' daily work and struggles.

Open lines of communication go both ways. Not only should you be approachable, but you should also

approach. Give your managers regular feedback – and not just to critique them. Provide positive comments when warranted. In fact, you should create an entire business communication strategy. It might entail daily update meetings with groups of managers or perhaps weekly meetings with supervisors to discuss upcoming tasks.

Join this open communication goal with your company's commitment to education. Investing in company-wide communication skills training promotes the effectiveness you need to keep your company running smoothly.

Above all, remember: Your managers matter. And when they feel valued, the success of your company shows it. Make the conscious decision to enact these principles, and see the benefits unfold for your business.



Interested in learning more about how to improve your company and choose the leadership development courses that are right for your needs? **CONTACT VITAL LEARNING** today to transform your company.



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