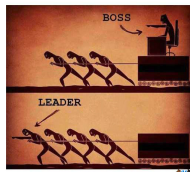


How to Win at Management Development

WITH MACK MUNRO

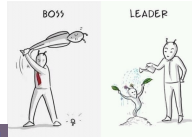


Boss vs. Leader



Difference Between Boss & Leader	
Boss	Leader
Drives employees	... Coaches them
Depends on authority	... On people's will
Inspires fear	... Generates enthusiasm
Says "I"	... Says "We"
Places blame for the breakdown	... Finds the breakdown
Knows how it is done	... Shows how it is done
Uses people	... Develops people
Takes credit	... Gives credit
Commands	... Asks
Says "Go"	... Says "Let's go"

If you agree please SHARE this



The TOP 5

BIGGEST MISTAKES EVER MADE WITH MANAGEMENT DEVELOPMENT



The Winning Strategy:

Create a **GREAT BOSS!**



Step #1: Getting the **RIGHT** People into the Position for the **RIGHT** Reasons.



Step #2: **EVALUATE** where they currently are with **BOSS COMPETENCIES**.

BOSS Competencies for Phase 1: Getting Started as The Boss

Accountability
Building Trust
Coaching
Written Communication
Oral Communication
Developing Others
Listening
Managing Performance
Organizational Communication
Providing Direction
Providing Motivational Support
Technical Credibility

BOSS Competencies for Phase 2: Growing as The Boss

Change Management
Conflict Management
Continual Improvement
Decision Making
Emotional Intelligence
Getting Results
Interpersonal Skills
Solving Problems
Systems Thinking

BOSS Competencies for Phase 3: Being The Boss

Analytical Thinking
Delegation
Empowering Others
Flexibility
Influencing Others
Meeting Ethical Standards
Managing Risk
Negotiation
Partnering/Networking
Political Skill
Thinking Strategically
Valuing and Leveraging Diversity



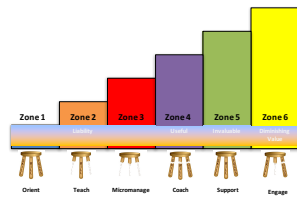
Step #3: Give Them **BASIC TRAINING**.

"How To" classes on:

- Transition skills
- Performance diagnosis
- Feedback and coaching
- Documentation
- Communication
- Systems/Process thinking
- Problem solving
- Navigating organizational politics



Step #4: **GUIDE** them through **DEVELOPMENT**



Step #5: Review and evaluate their **PROGRESS**.

- Survey
- Feedback
- Coaching/Guiding

If ready, move to next PHASE!



Step #6: Use **MENTORS** strategically.

- Organic
- Specific
- Short-term



For Now? Build **Great Bosses!**

1. Identify your **BENCH** right now. Get the **NEW SUCCESSFUL BOSS** involved.
2. Guide your **HIGH POTENTIALS** now in preparation.
3. Keep the **BAD BOSS** on a **SHORT LEASH**.
4. Don't **HESITATE** to **DUMP** the **BAD BOSS** if they show no interest in improving!



Next Steps? Leadership Development

1. Make sure the workforce is **FIT TO BE LED**.
2. Make sure the new Boss is **FULLY COMPETENT**.
3. Make sure there is **CONGRUENCE** at the **TOP** of the organization.
4. Start **DEVELOPMENT**:
 - a) **ICF CERTIFIED** leadership coach
 - b) **360°** feedback
 - c) Set **GOALS** with **PLANS** to achieve them.
 - d) Focused **READING** and discussion/reflection
 - e) Continued **MENTORSHIP**.



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