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B9BETV - KASEY REILLY

I often meet with managers who tell me about people in their teams who “need to change”. They tell me “Fred needs to be more X and less Y, Sue”.

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Helping employees feel rewarded, recognized, and thanked is also key to performing effectively as a manager. The most important issue in management success, however, is being a person that others want to follow. People have rational reasons for following such as reaching career goals, attaining money, and gaining power.

1) Provide more support through one on ones. The single biggest mistake that managers make when they promote someone is that they reduce the amount of support and attention they provide to that employee. This is a fatal mistake that sets your employee up to crumble like the train above.

Becoming a manager is a career shift just as much as deciding a profession you want to study in school. It requires learning new skills and taking on different responsibilities. As much as you might like to think that every one of your managers has the best of intentions, they may not be a good fit for management at all.

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Explore ways in which you can help them reach those goals. Offer support that helps them develop new skills and elevates their performance. It takes more time than just downloading a to-do list, but you will end up with a more engaged, successful employee — which is a great reflection on you as a manager. 4.

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As an experienced professional, often your role will involve sharing your knowledge with those less experienced than you. This may be to help someone formally with their Professional exams or supporting them via a structured programme (e.g. a via a Graduate or Apprentice scheme).

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1. Try to Assess if You Are the Kind of Person Who Will Be a Good Manager. You may not have the makings of a good manager, and it’s important to be honest with yourself about it, and importantly, forgive yourself for it. Being bad at management does not mean you are not a smart person, or not successful at your work. You are just you. You may work best alone.

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