

Ten Tips for People Managers

Casey Stengel said “The key to being a good manager is keeping the people who hate me away from those who are still undecided.” It’s true that people management isn’t a popularity contest. However, to be likeable certainly doesn’t hurt. Here are some tips for management success.

1. Create vision

Help your team build a vision for their future. If they have a desirable outcome in mind they will be motivated to get there. Importantly, if it’s a vision in which they’ve had some input, they’ll feel connected to their goals and more inspired to work towards them.

2. Build trust

Your team always need to feel that you’re on their side. They need to feel respected, valued and trusted. When they feel this way, you will receive respect, value and trust in return. Be open with communication, and when you can’t be open, be approachable.

3. Model desired behaviour

As the team leader, you are the most visible person in your team. Everyone focuses on your actions. Lead by example. If you want your team to be focused and committed, you must demonstrate those attributes yourself.

4. Be influential

Influence is far more valuable than authority. Influence helps people believe in why they do what they do, which helps them motivate themselves. Authority simply encourages them not to think.

5. Simplify

Cut through bureaucracy and focus on

solutions. Encourage a ‘results focused’ environment. Move conversations from what can’t be done, to what can be done.

6. Embrace humour

Without humour, every day is a challenge and every setback is a jolt. Encourage a fun environment. Unless it’s a life or death situation, there’s usually a funny side. Make time to laugh and still get the job done.

7. Be fair but not weak

As their leader, your team expect a balance of strength, composure and empathy from you. They need to know they will be heard and their concerns will be addressed. At the same time, they want to know you can make the hard decisions when needed.

8. Develop people

Even if people don’t wish to move up in an organisation, they still want to feel a sense of achievement. Find out what that sense of achievement means for each person in your team and help them attain it. Ensure that everyone has the opportunity to learn and grow at work.

9. Attract the best people

Organisations and plans don’t accomplish things. People do. Attract

the best people and you’ll attract the best results.

10. Be consistent

No one likes to try to guess the boss’s reaction to something. We also don’t like to see preferential treatment. Your team need to be able to predict your responses and know you are fair.

There is no single correct leadership style. By supporting your team in their goals each day, within a happy, trusting and confident environment, you will all be looking forward to a successful future. 💡

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