

The Top 10 Biggest Mistakes Managers Make

And How to Fix Them

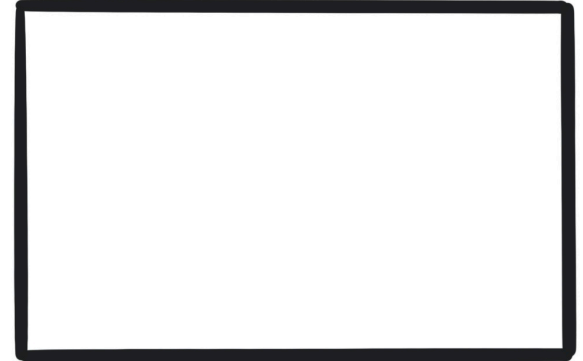
With
Mack Munro



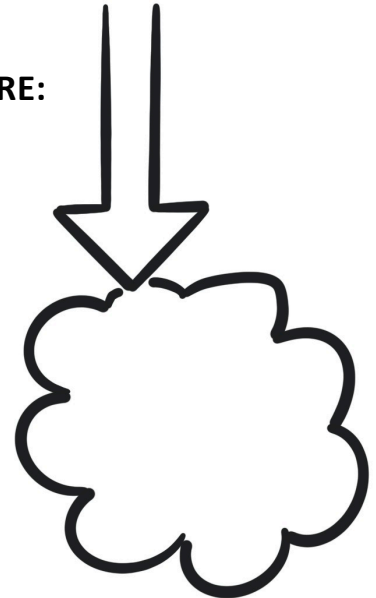
The Top 10 Biggest Mistakes Managers Make

10. Letting _____ behaviors happen.
9. Not providing any _____.
8. _____ communication.
7. Setting unrealistic _____.
6. Lack of appreciation and _____.
5. _____ conflict resolution.
4. Ignoring employee _____.
3. Failure to _____.
2. _____.
1. Becoming an overpaid _____

The Primary Job of The Boss:



THEREFORE:





The Primary Job of The Boss:

To Get Results
Through OTHERS

THEREFORE:



They **MUST**
develop their
people!

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5. AVOIDING conflict resolution.
4. Ignoring employee DEVELOPMENT.
3. Failure to DELEGATE.
2. MICROMANAGEMENT.
1. Becoming an overpaid _____

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The Top 10 Biggest Mistakes Managers Make

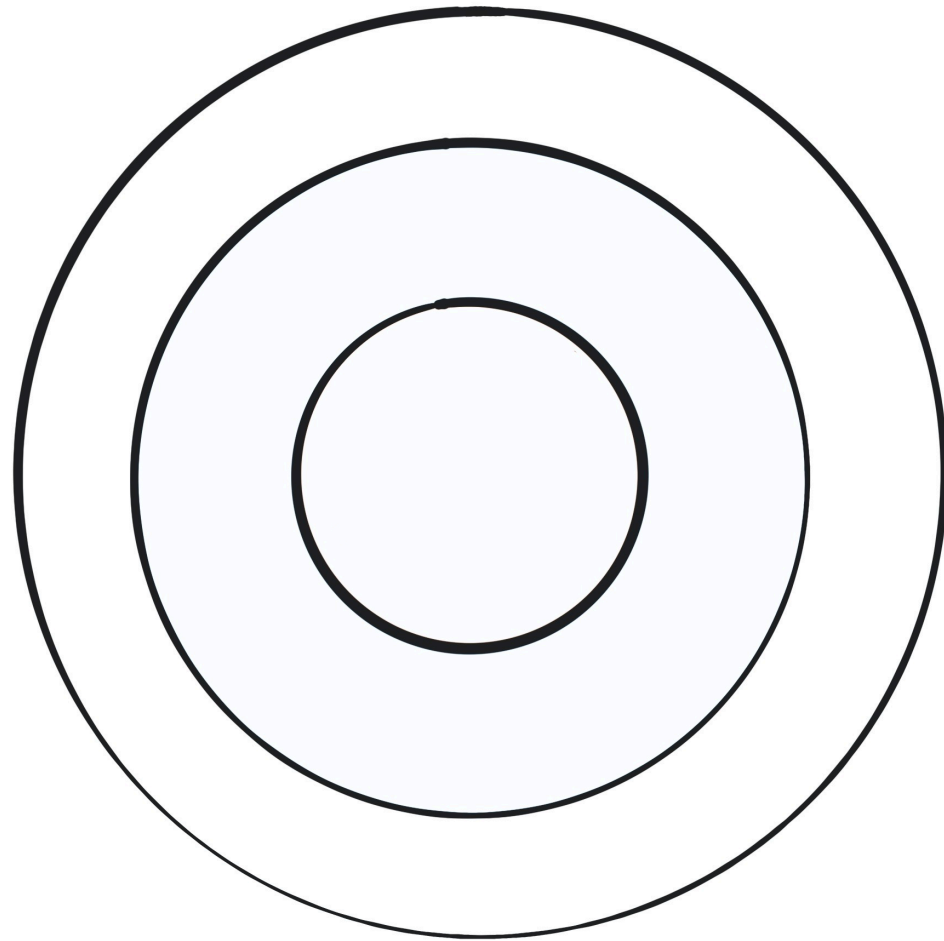
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3. Failure to DELEGATE.
2. MICROMANAGEMENT.
1. Becoming an overpaid INDIVIDUAL CONTRIBUTOR

The Primary Job of The Boss:

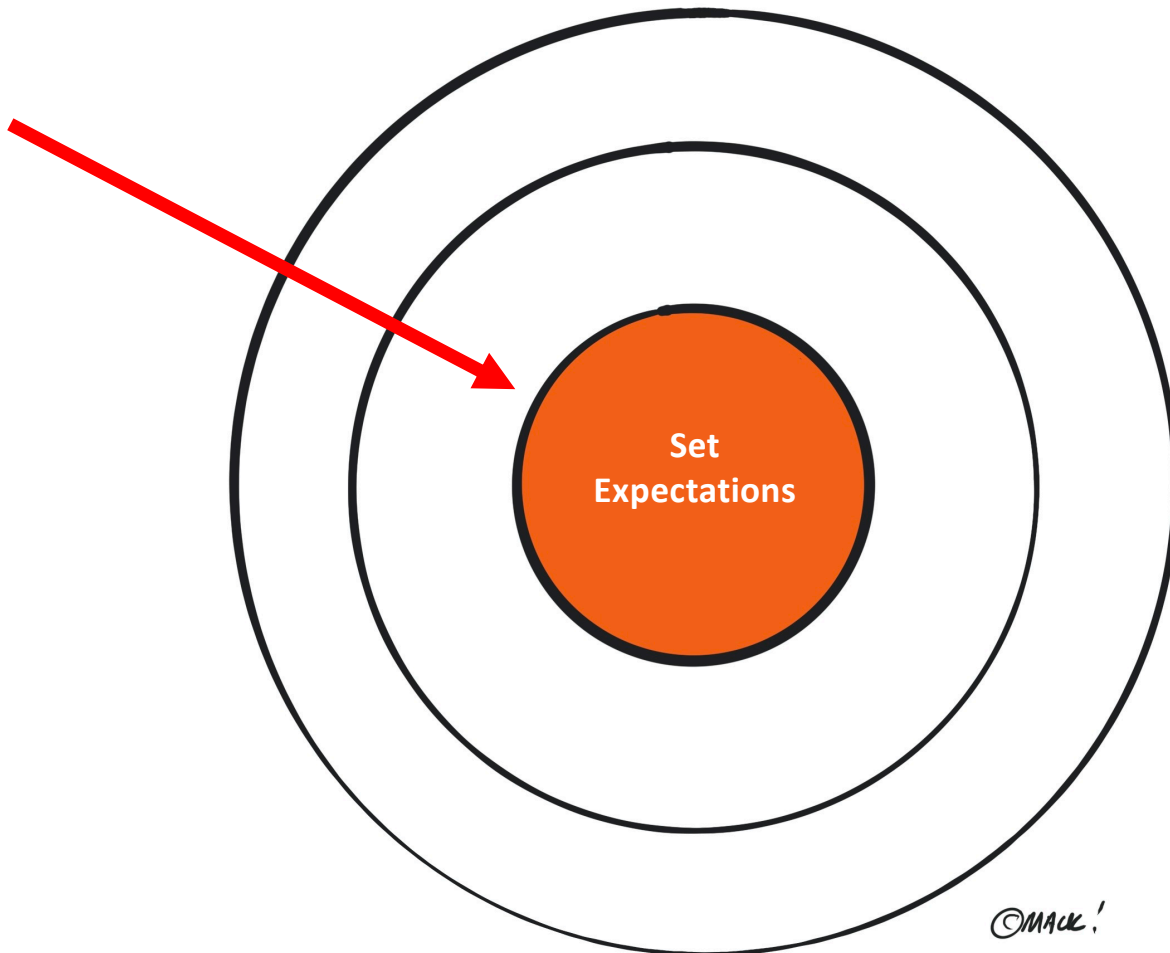
To Get Results
Through OTHERS

THEREFORE:

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Step #1



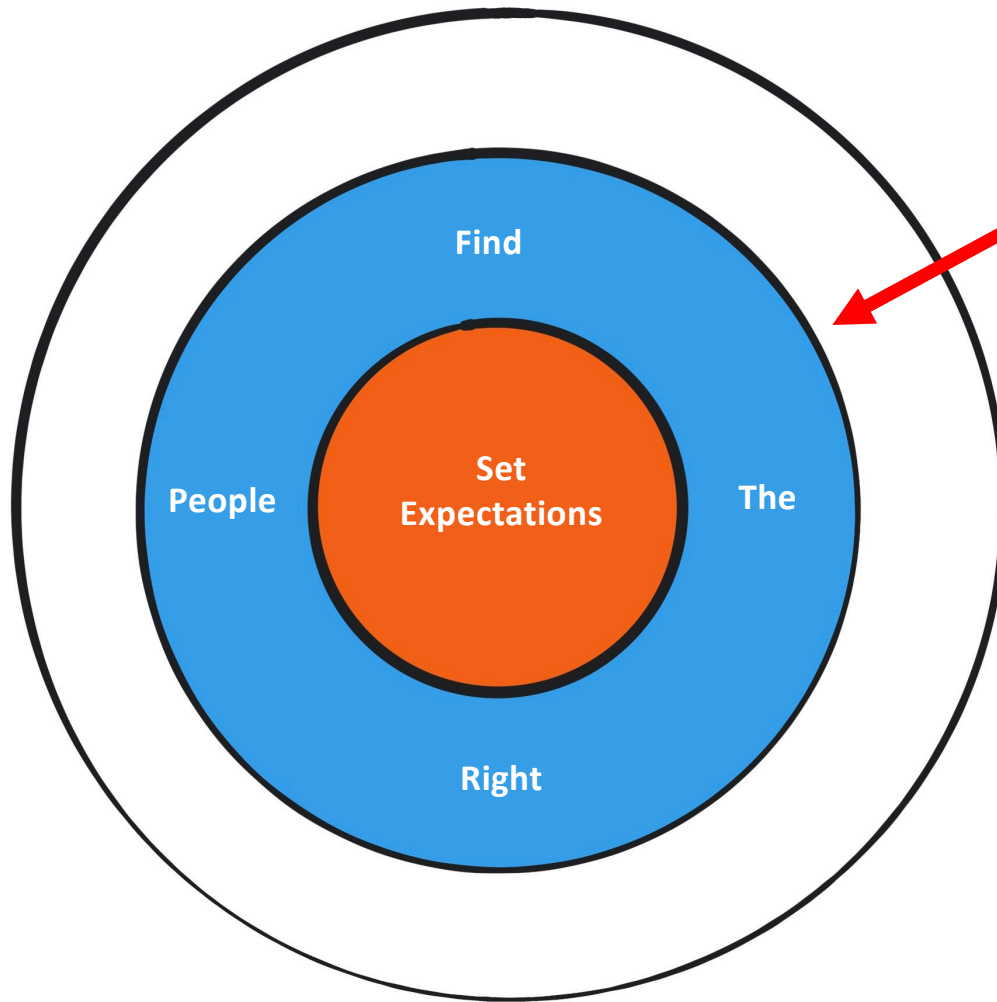
©MACK!

Below Expectations Unacceptable	Meets Expectations	Exceeds Expectations

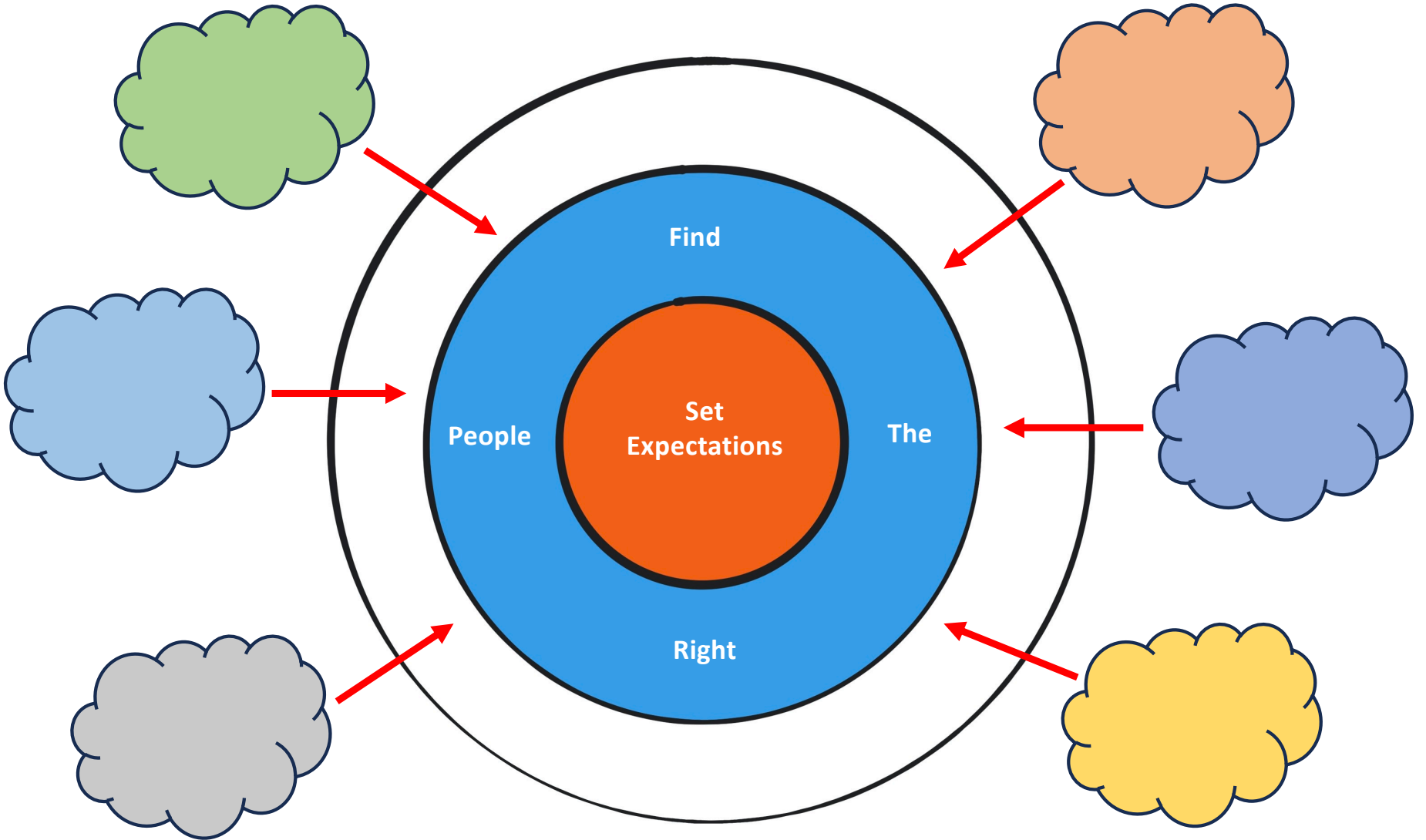
Below Expectations Unacceptable	Meets Expectations	Exceeds Expectations
TL makes decisions but fails to keep me informed of those decisions.		
TL makes same errors every time and makes no effort to solve the problem or try a solution.		
TL is negative and spreads gossip and discontent to other departments.		

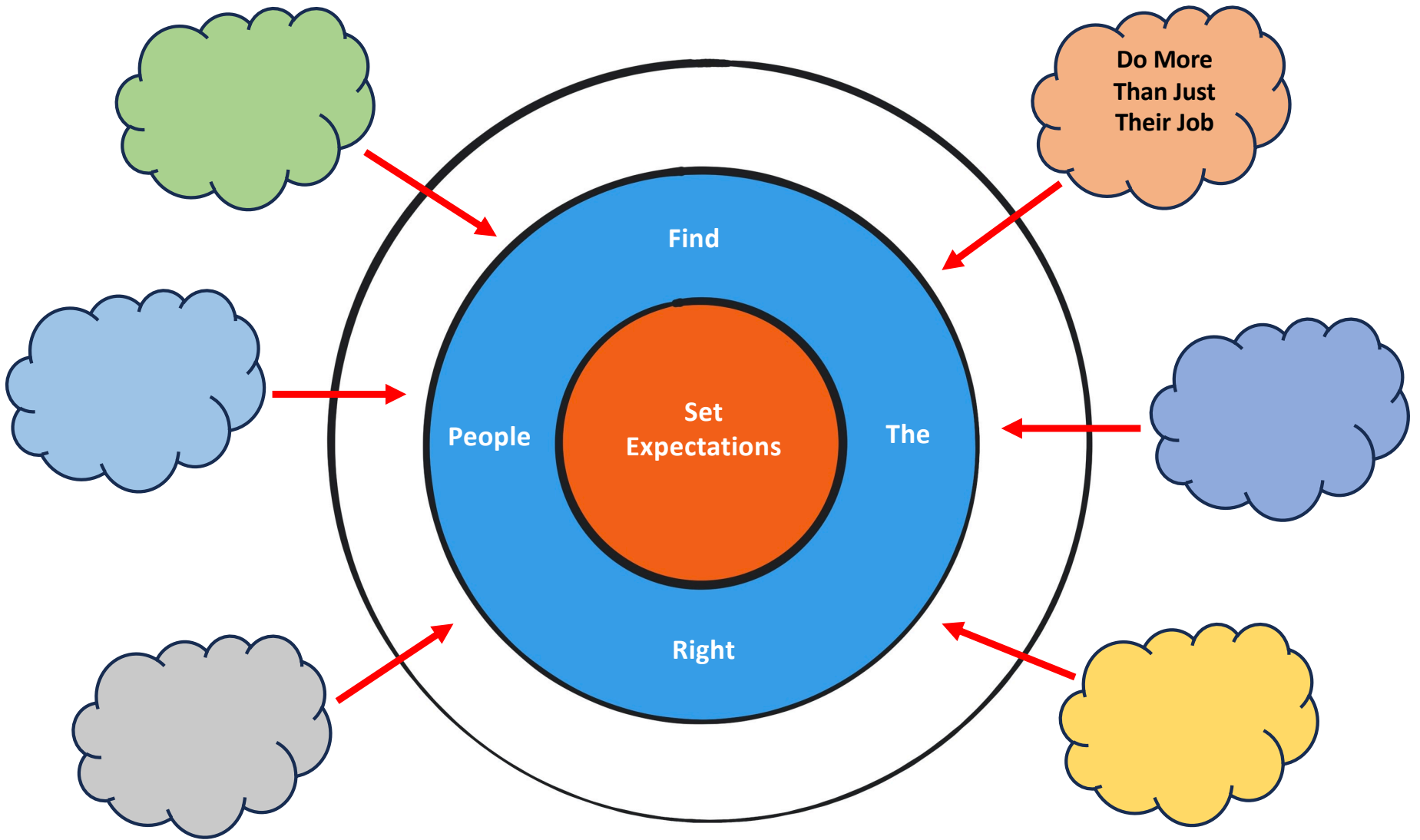
Below Expectations Unacceptable	Meets Expectations	Exceeds Expectations
TL makes decisions but fails to keep me informed of those decisions.	TL communicates the decision they made and then we have dialog about it.	
TL makes same errors every time and makes no effort to solve the problem or try a solution.	TL completes tasks without error or has someone else double-check it.	
TL is negative and spreads gossip and discontent to other departments.	TL removes self from the gossip and does not spread it.	

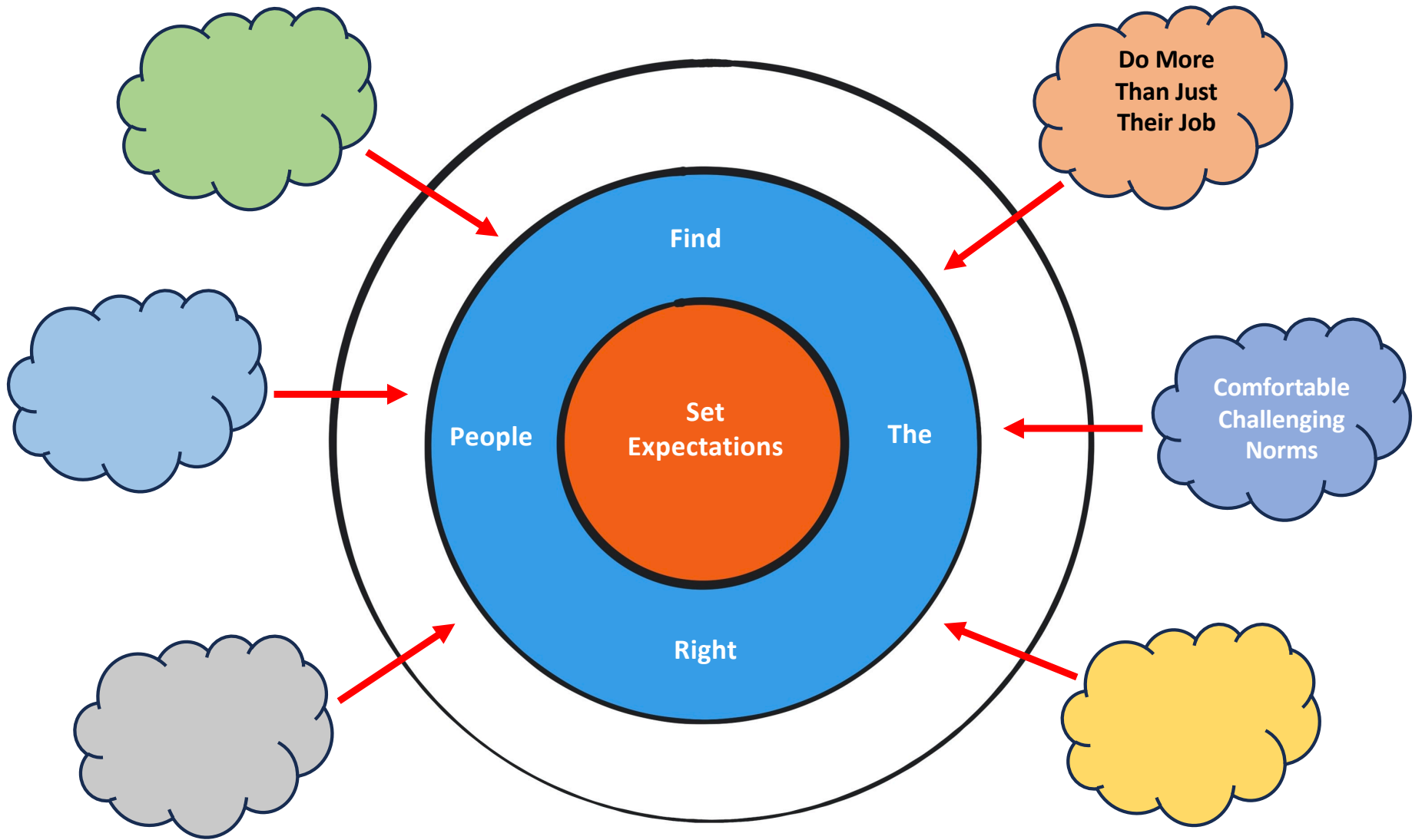
Below Expectations Unacceptable	Meets Expectations	Exceeds Expectations
TL makes decisions but fails to keep me informed of those decisions.	TL communicates the decision they made and then we have dialog about it.	TL makes decisions in a timely manner without direct supervision.
TL makes same errors every time and makes no effort to solve the problem or try a solution.	TL completes tasks without error or has someone else double-check it.	TL completes tasks without supervision and error. Teaches others how to complete properly.
TL is negative and spreads gossip and discontent to other departments.	TL removes self from the gossip and does not spread it.	TL proactively addresses the situation before addressing the gossip.

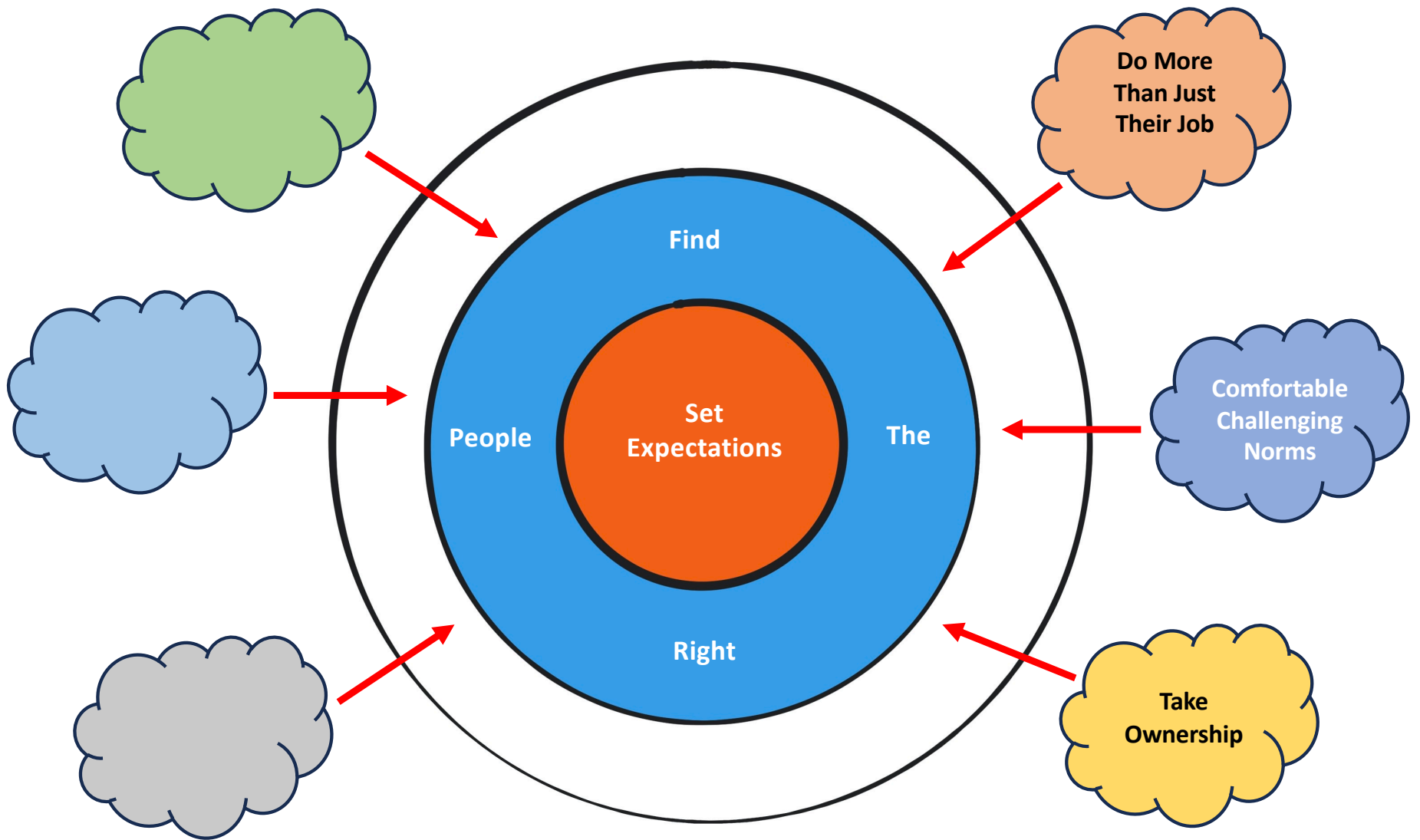


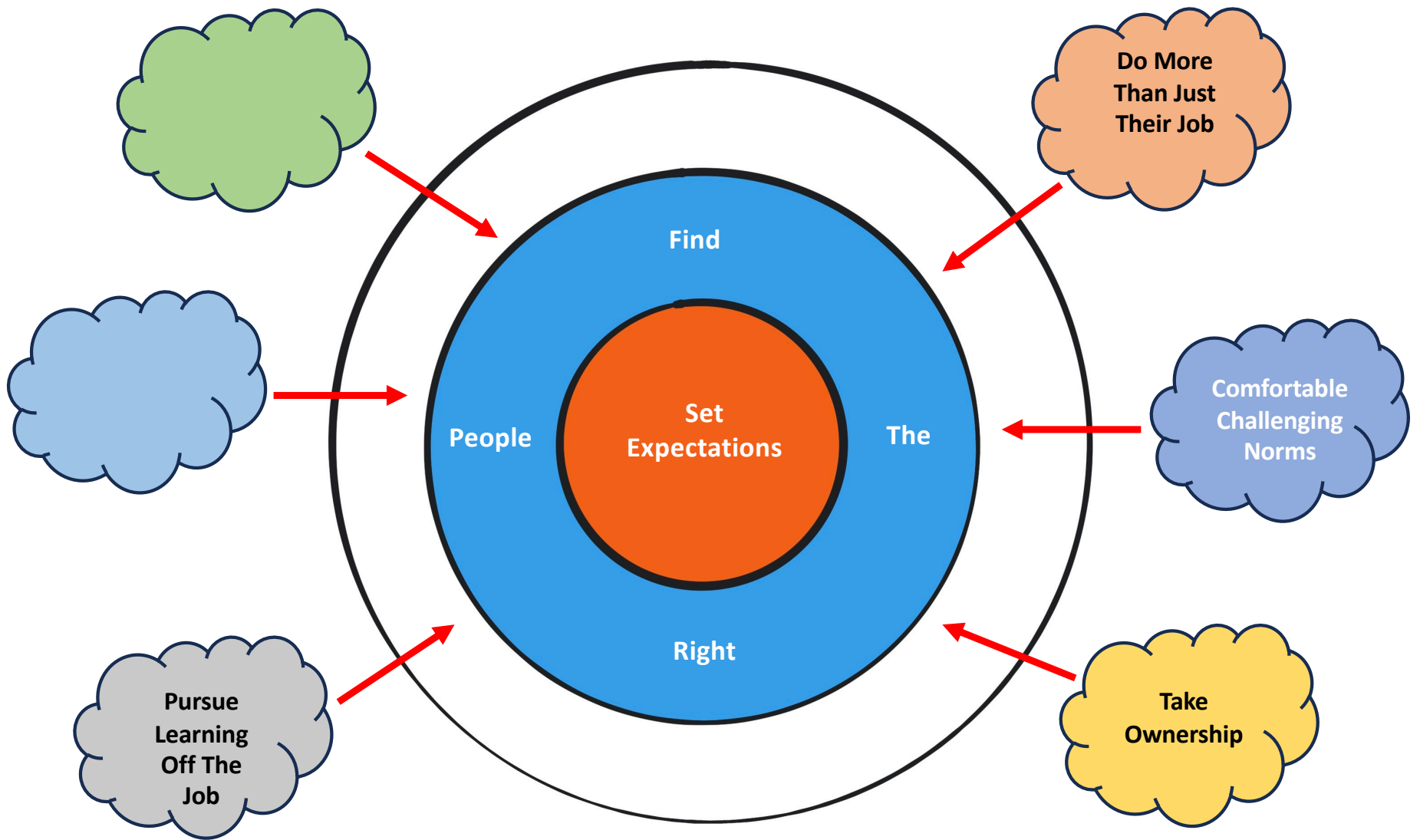
Step #2

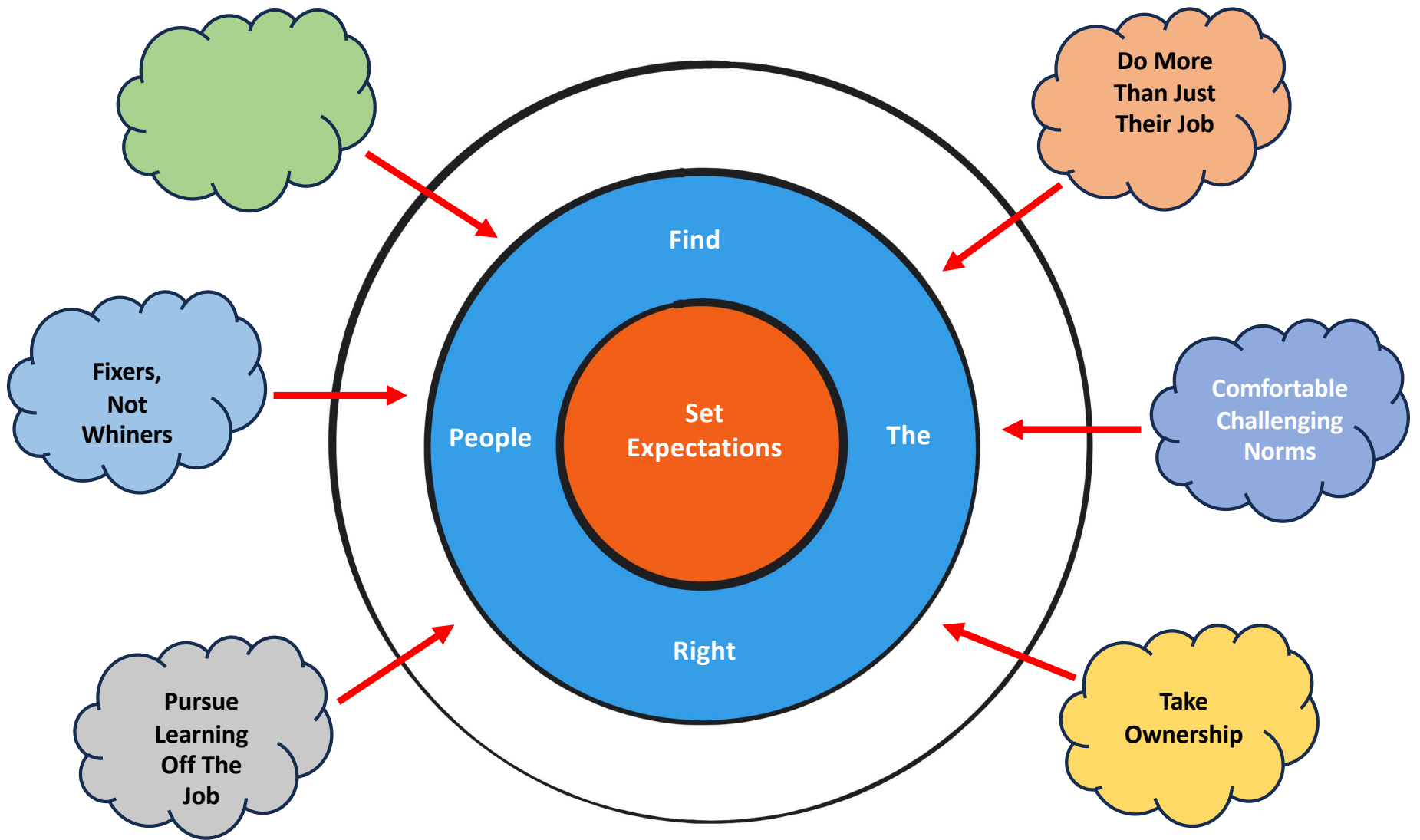


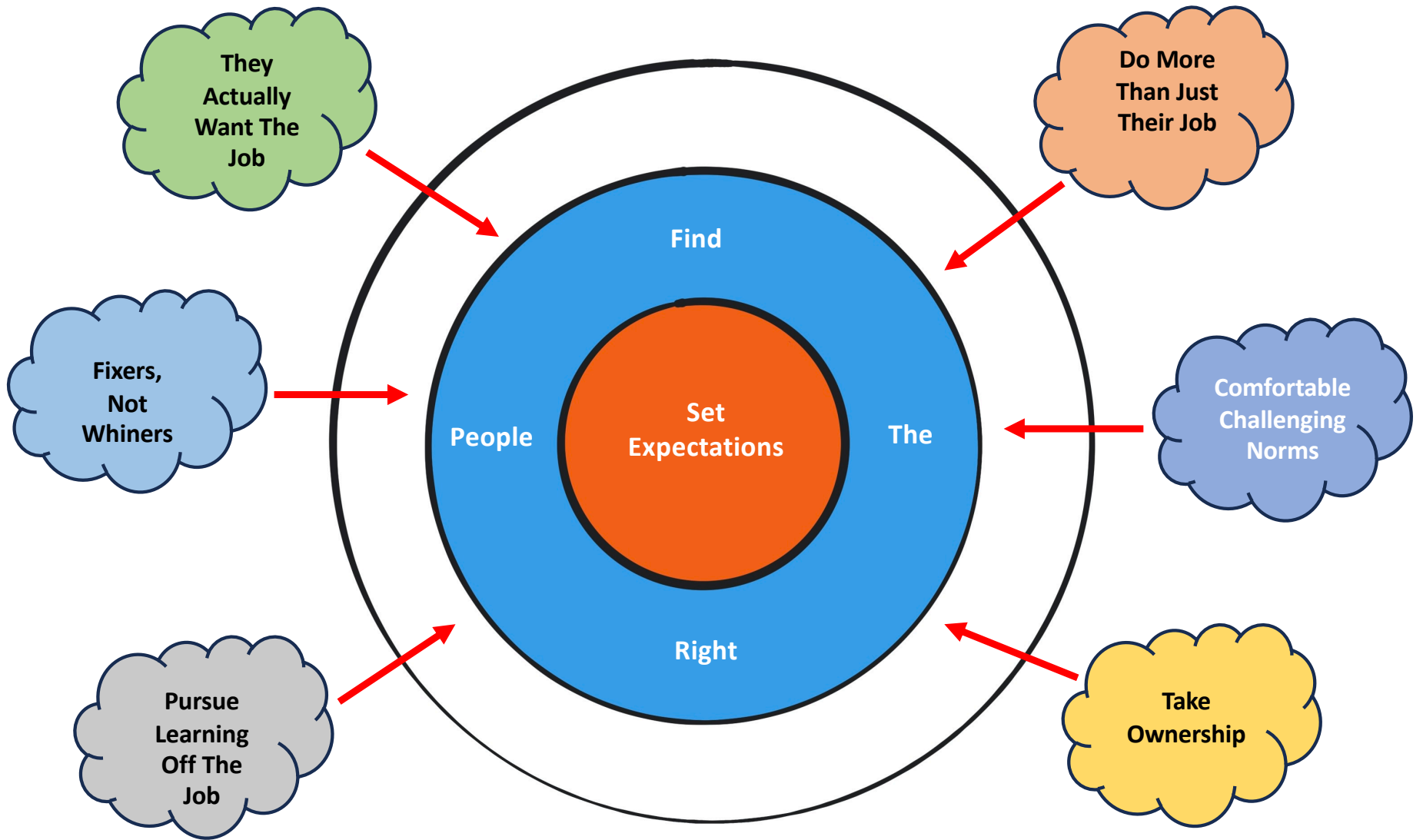




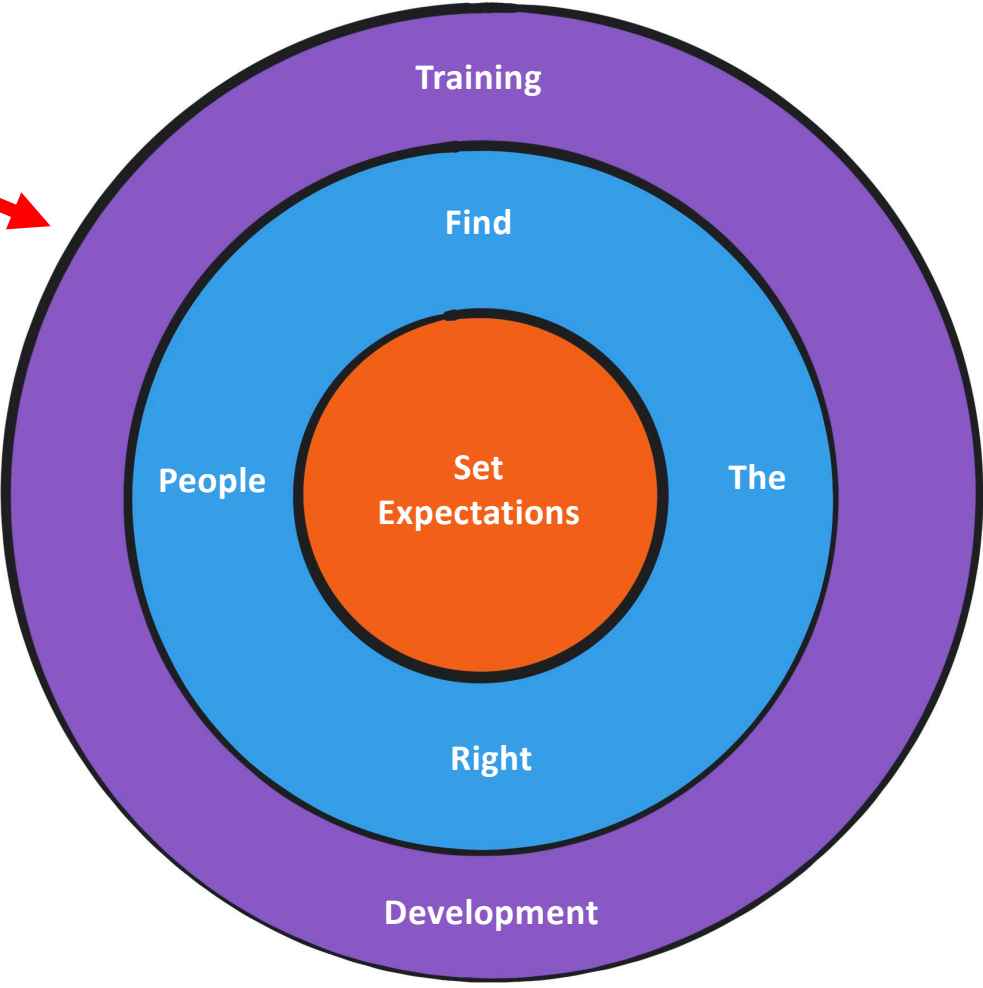


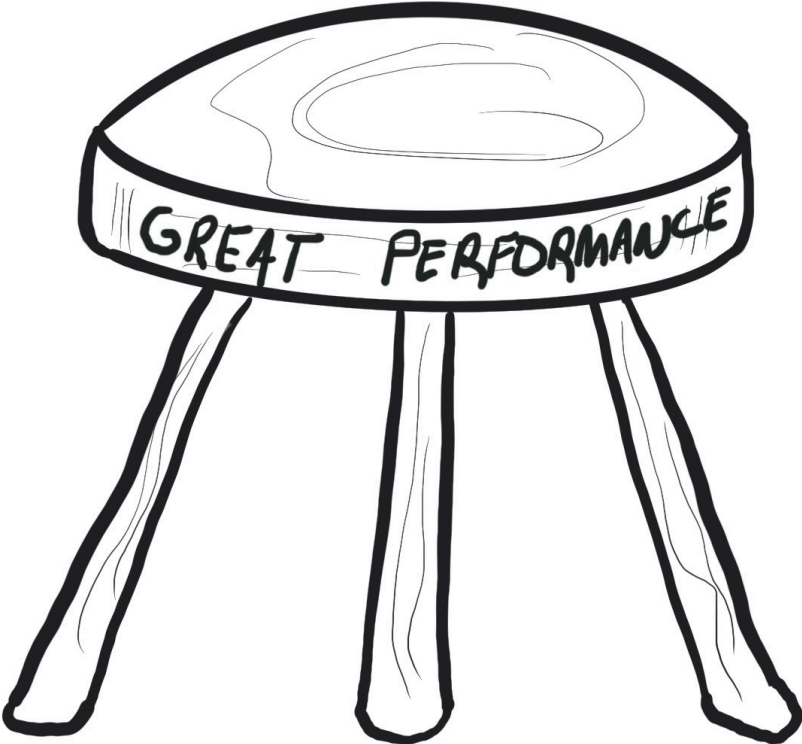






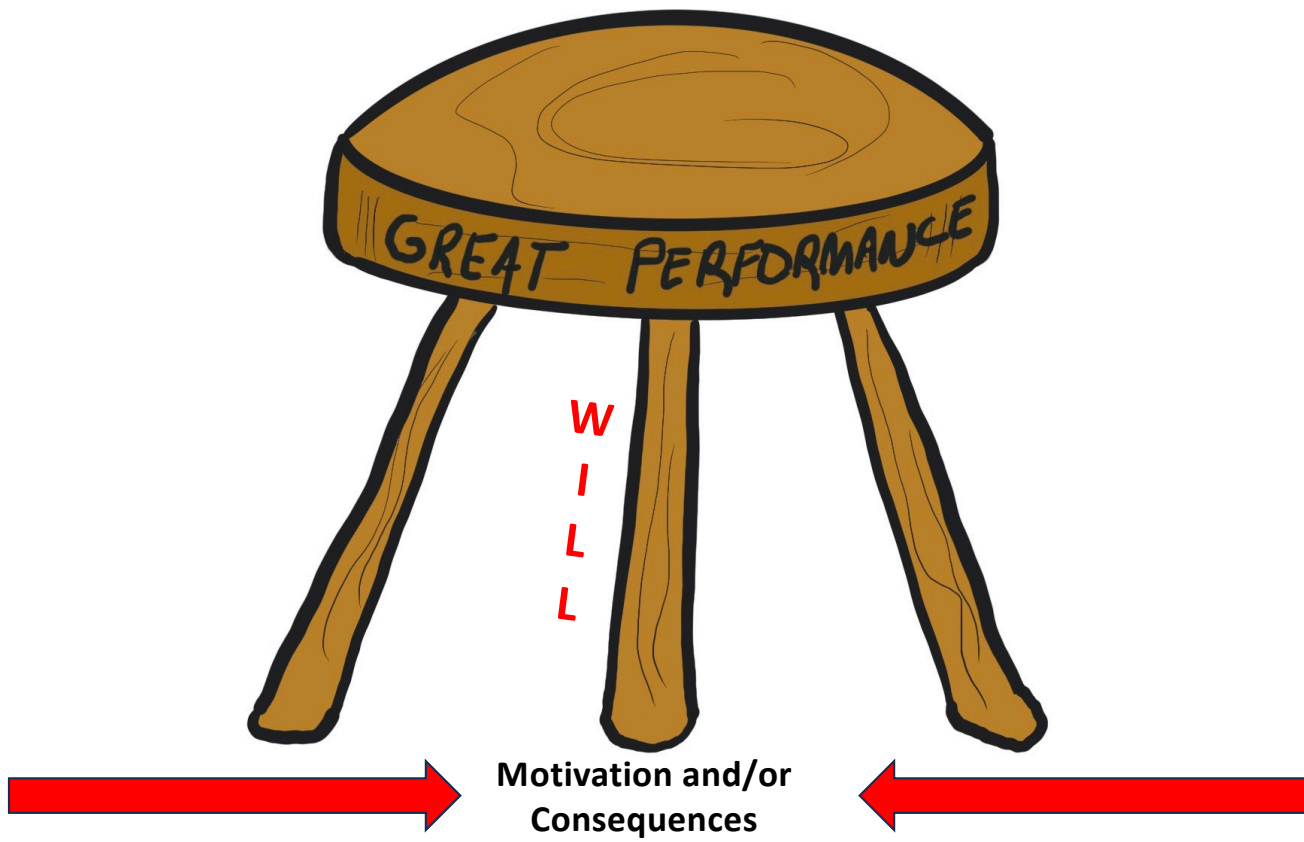
Step #3







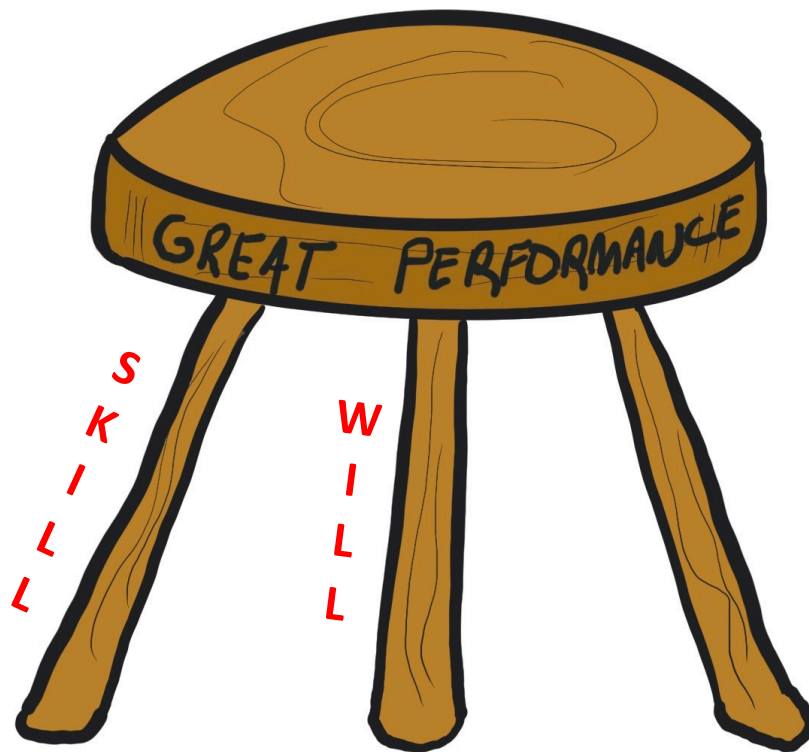






Why Do You Want to Be The Boss?

- Legacy
- Ego
- Money
- Respect
- Personal Vision
- Power
- Sense of Duty



Motivation and/or
Consequences

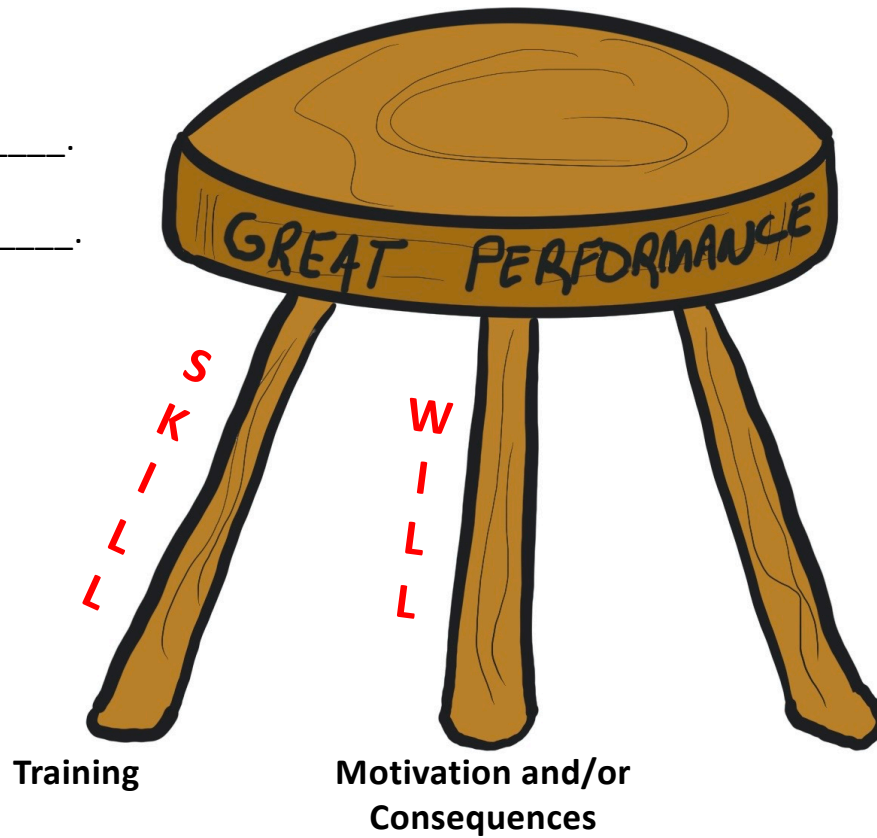


Training

Motivation and/or
Consequences

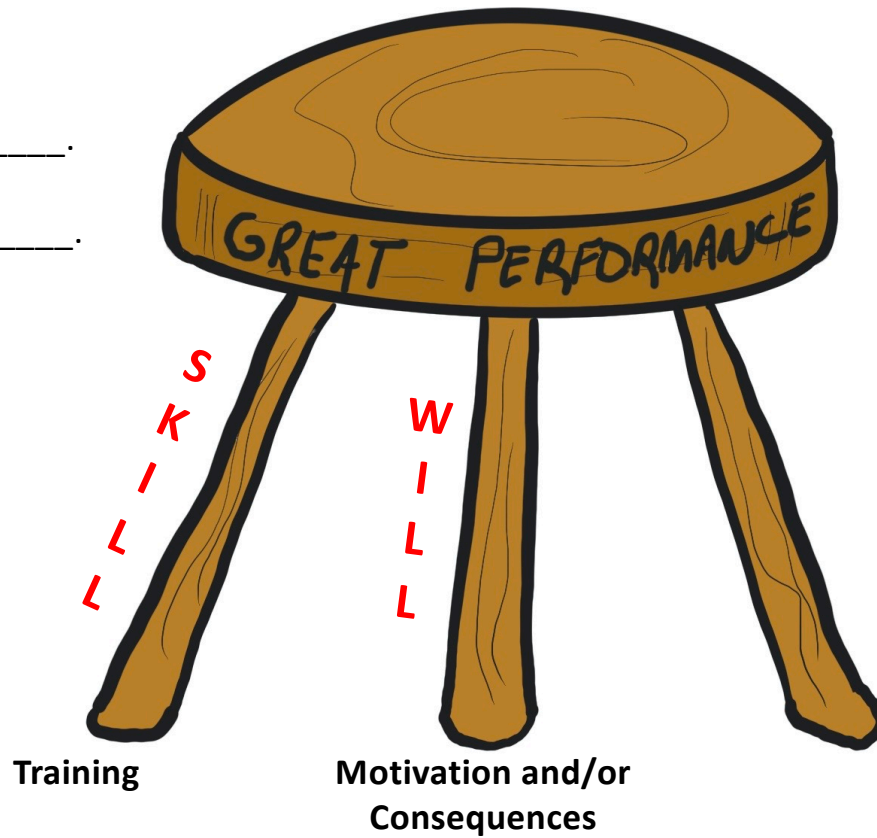
Training Imperatives!

1. _____, sweet, and TO THE POINT!
2. “_____” subjects.
3. Simple, but not _____.
4. Ongoing with _____.
5. Subjects might include:



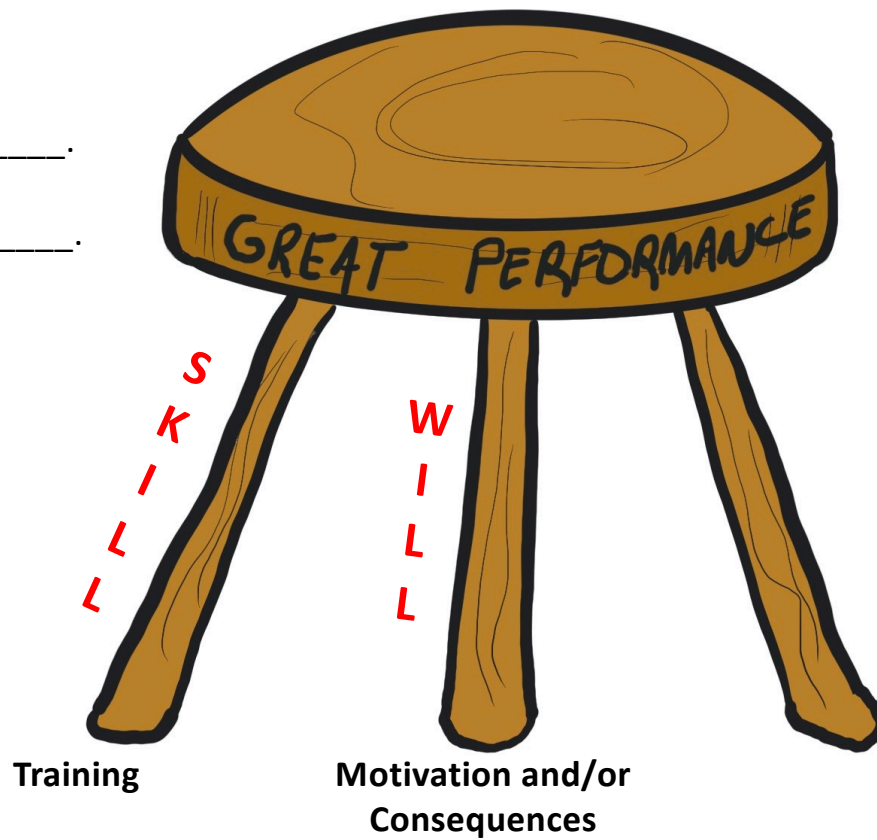
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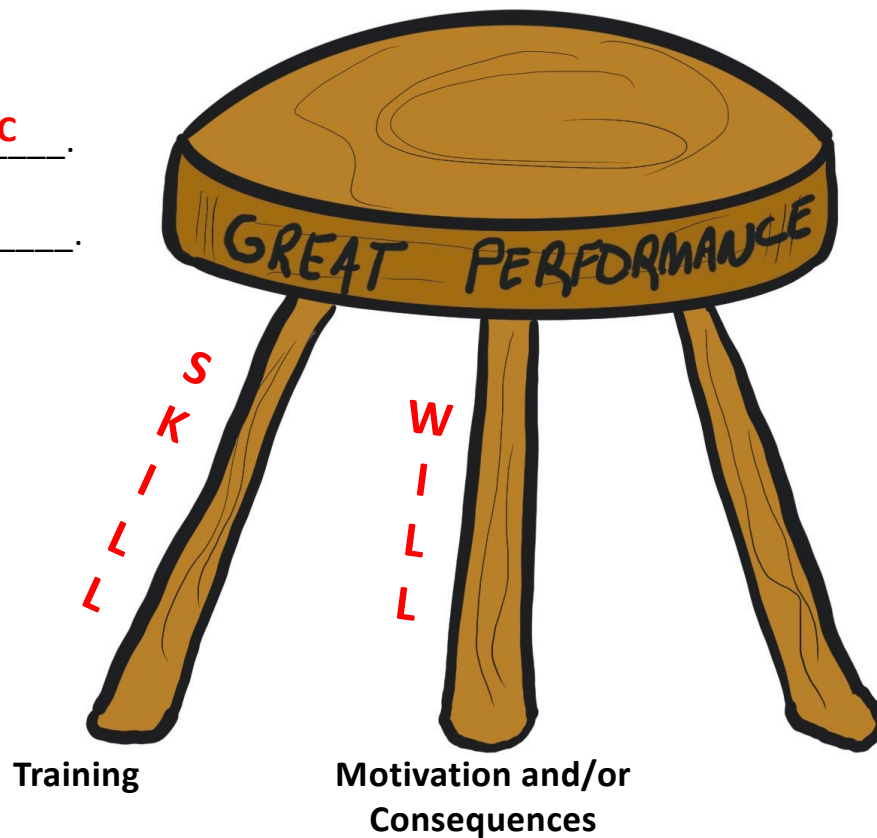
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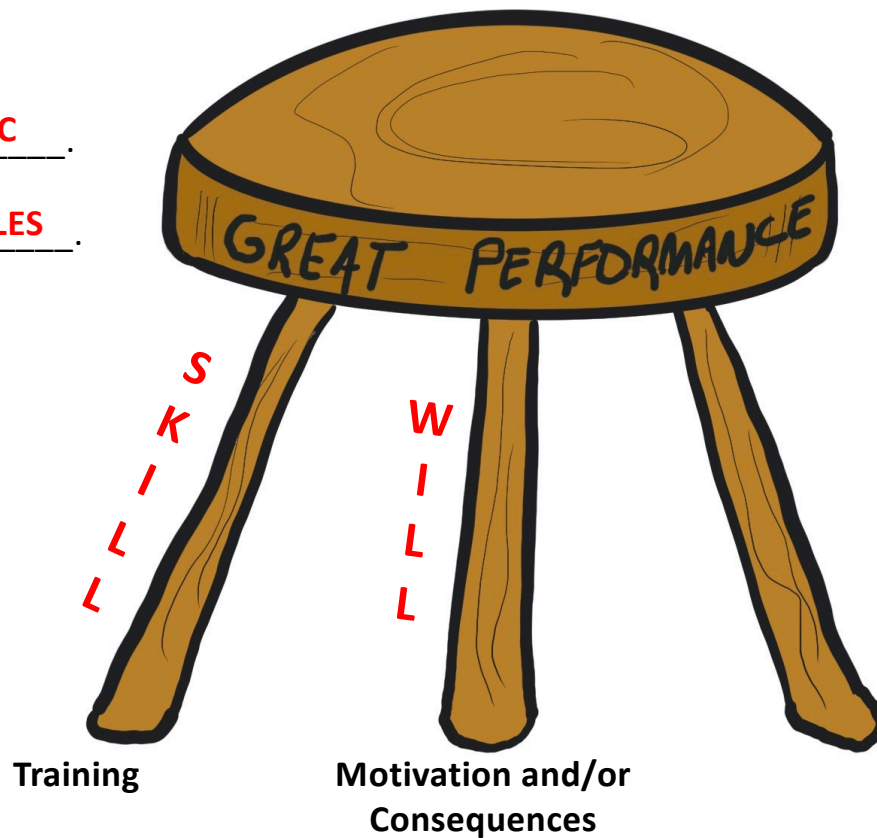
Training Imperatives!

1. **SHORT**, sweet, and TO THE POINT!
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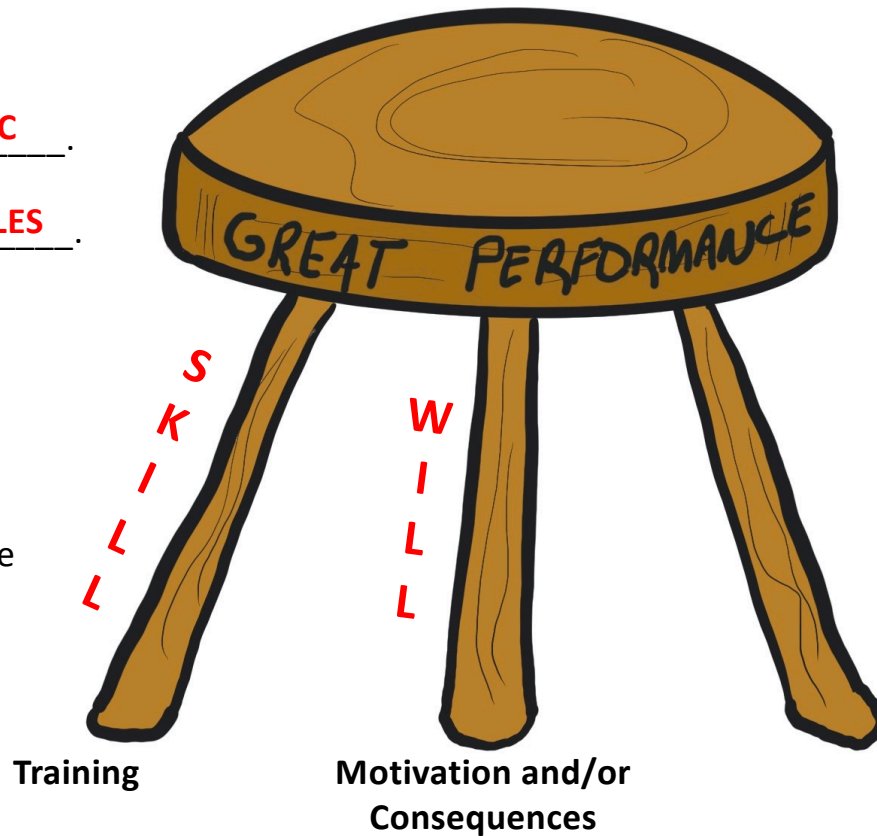
Training Imperatives!

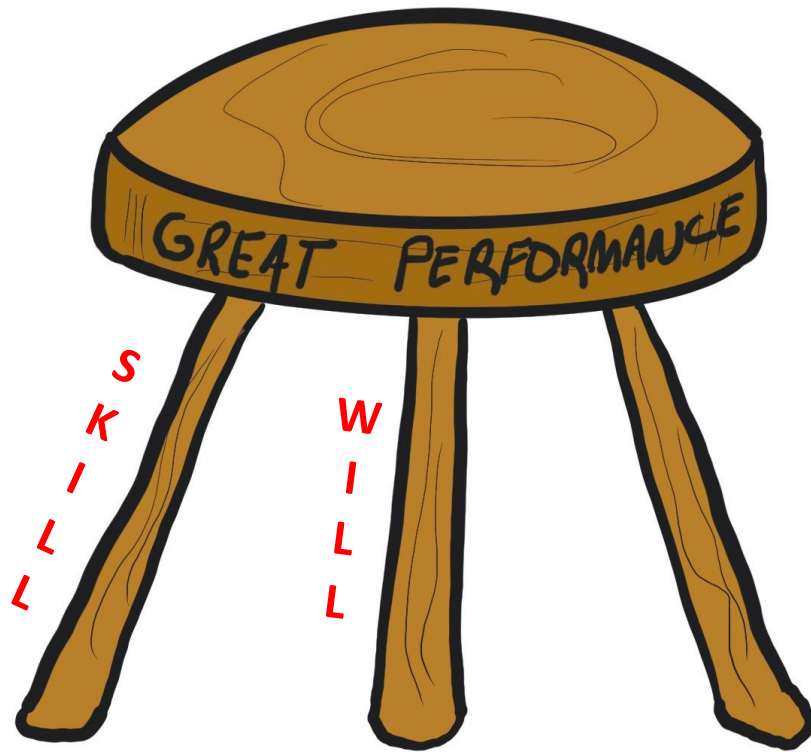
1. SHORT, sweet, and TO THE POINT!
2. "HOW TO" subjects.
3. Simple, but not SIMPLISTIC.
4. Ongoing with ROUNDTABLES.
5. Subjects might include:

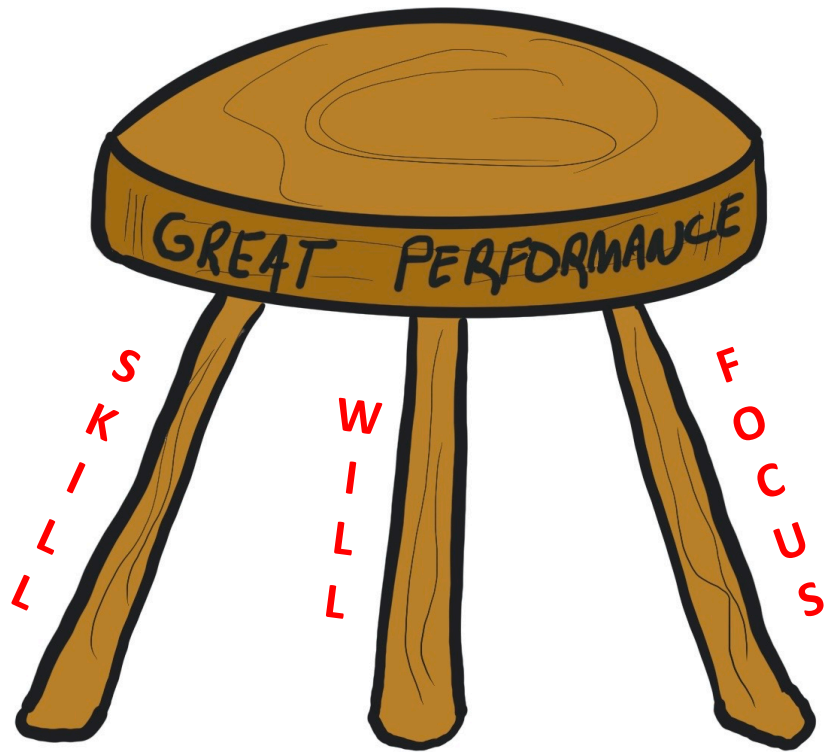


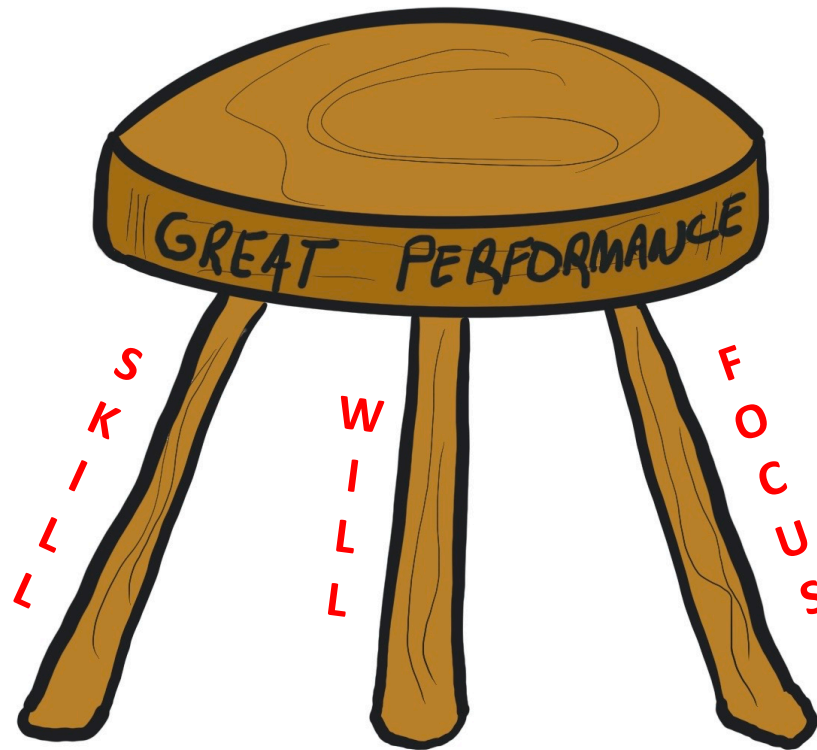
Training Imperatives!

1. **SHORT**, sweet, and TO THE POINT!
2. “**HOW TO**” subjects.
3. Simple, but not **SIMPLISTIC**.
4. Ongoing with **ROUNDTABLES**.
5. Subjects might include:
 - Giving feedback
 - Coaching
 - Documenting
 - Evaluating performance
 - Delegation skills
 - Communication skills
 - Decision-making and problem-solving
 - Conflict resolution



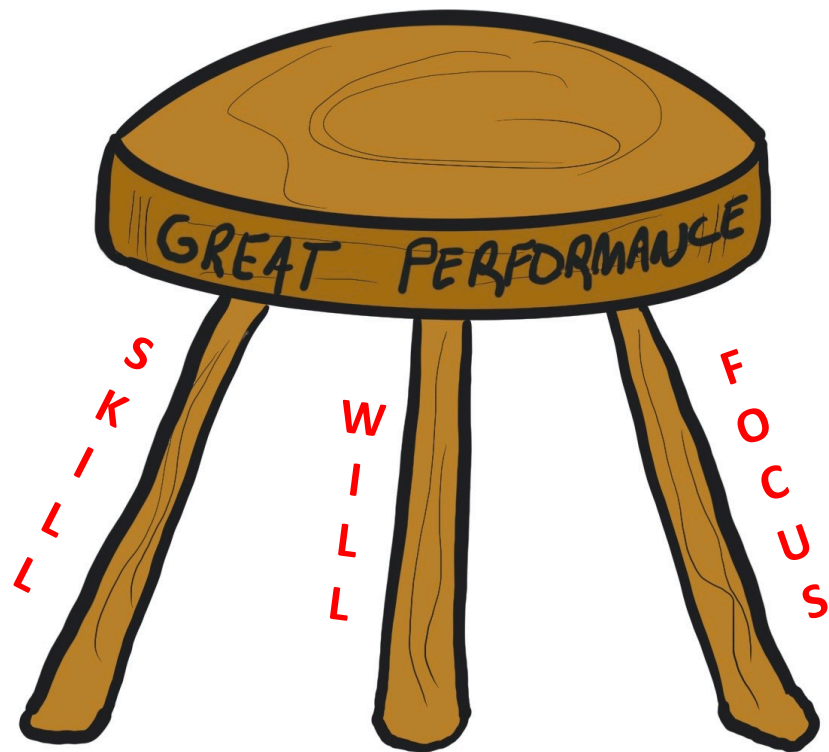






Focus Problems:

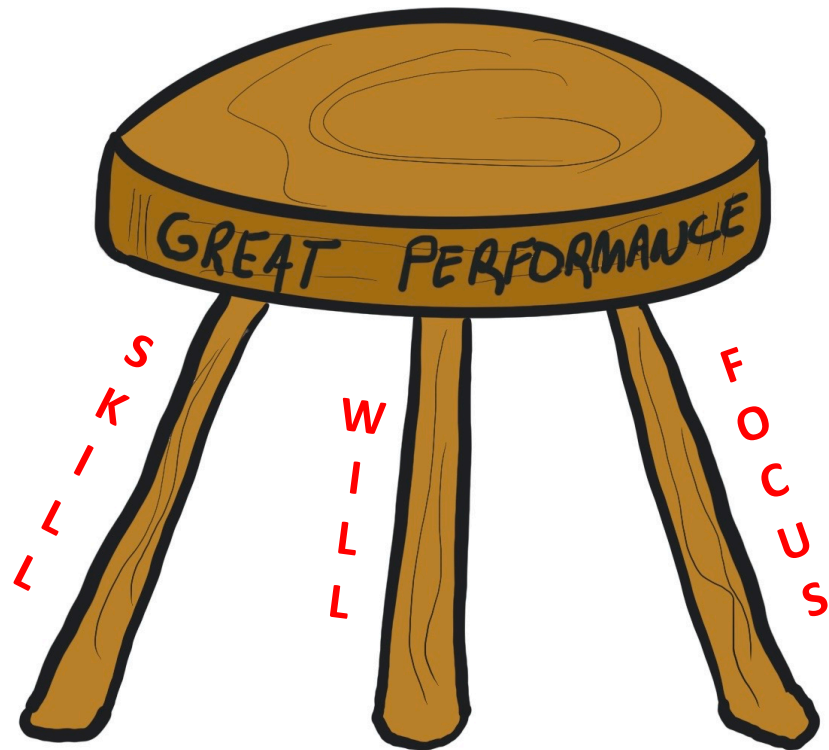
1. Unhelpful, annoying BEHAVIORS.
2. Misalignment with the organization's VALUES.
3. An overall bad FIT.
4. Rough EDGES.



Development Imperatives!

1. _____, (on the organization's values or proper behaviors)
2. _____ (pair them with people who embody and live the values and behaviors.)

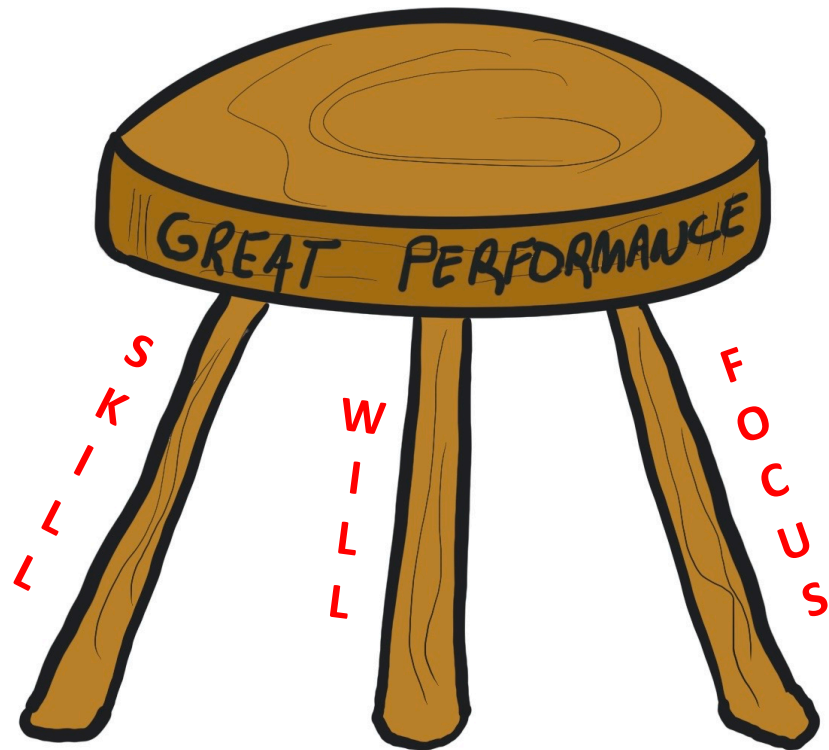
REMEMBER: If the individual REFUSES to change **FOCUS** behaviors, it now becomes a _____!



Development Imperatives!

1. **COACHING**, (on the organization's values or proper behaviors)
2. _____ (pair them with people who embody and live the values and behaviors.)

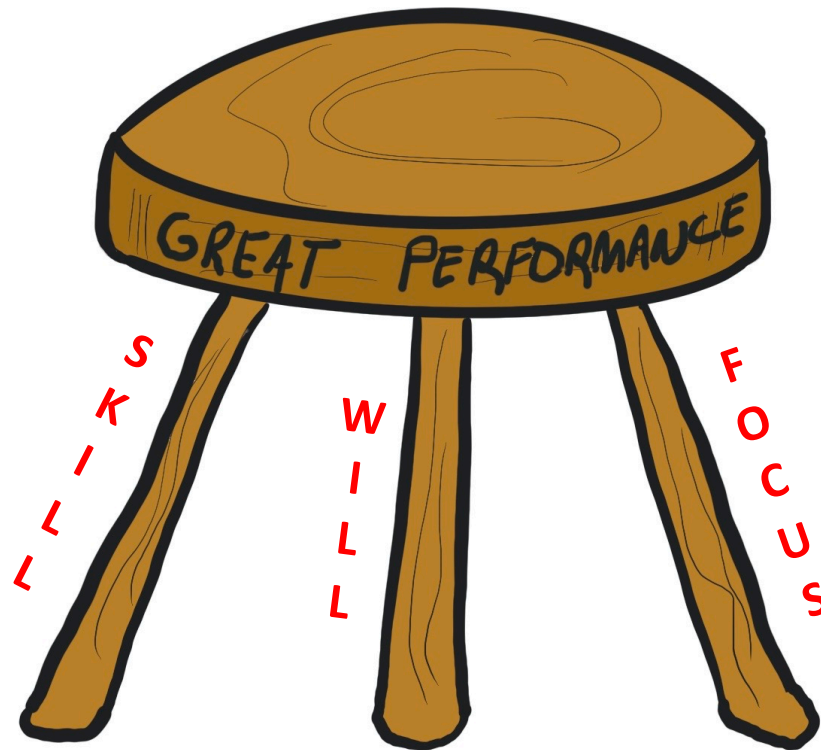
REMEMBER: If the individual REFUSES to change **FOCUS** behaviors, it now becomes _____!



Development Imperatives!

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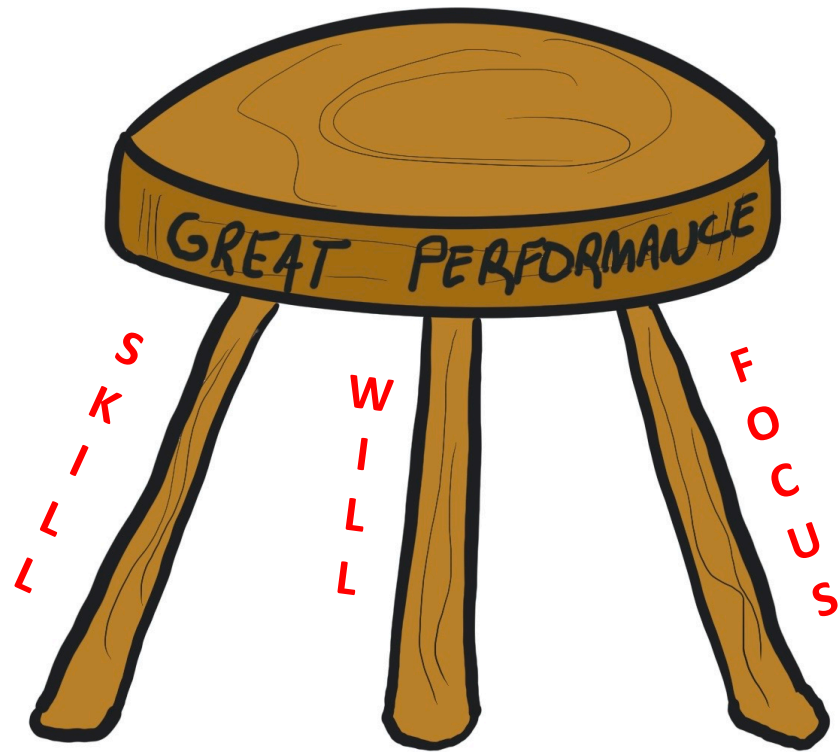
REMEMBER: If the individual REFUSES to change **FOCUS** behaviors, it now becomes _____ !



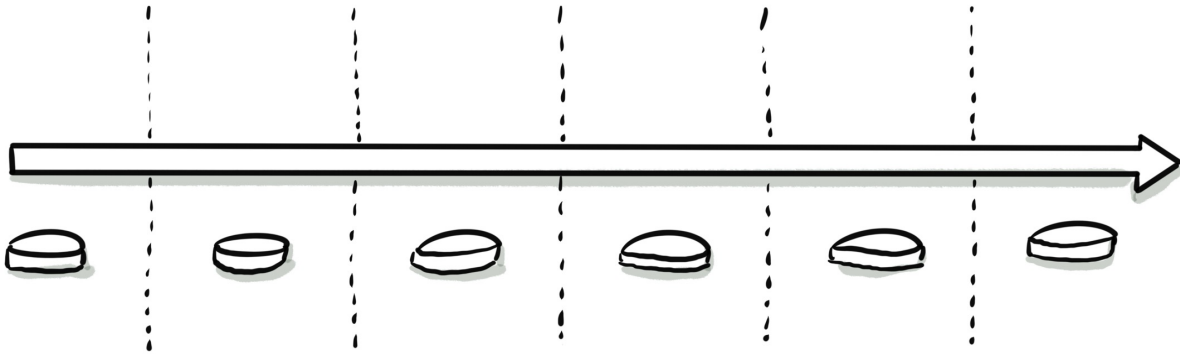
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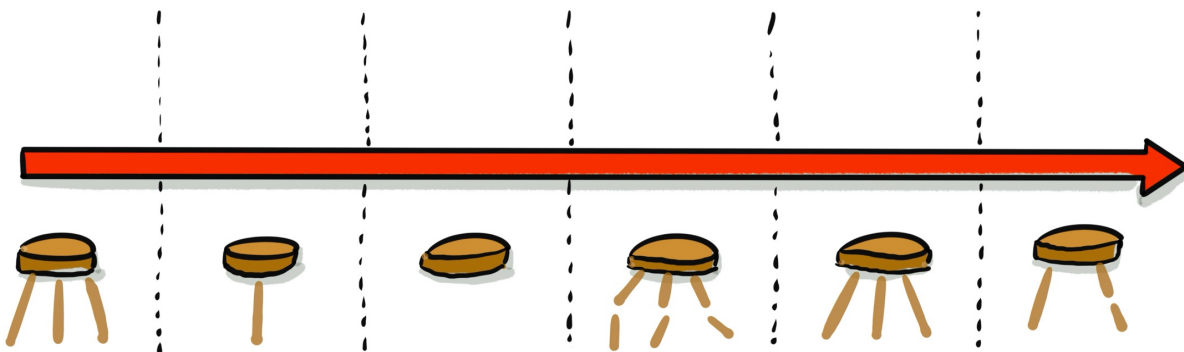
REMEMBER: If the individual REFUSES to change **FOCUS** behaviors, it now becomes WILL PROBLEM !



DEVELOPMENT JOURNEY

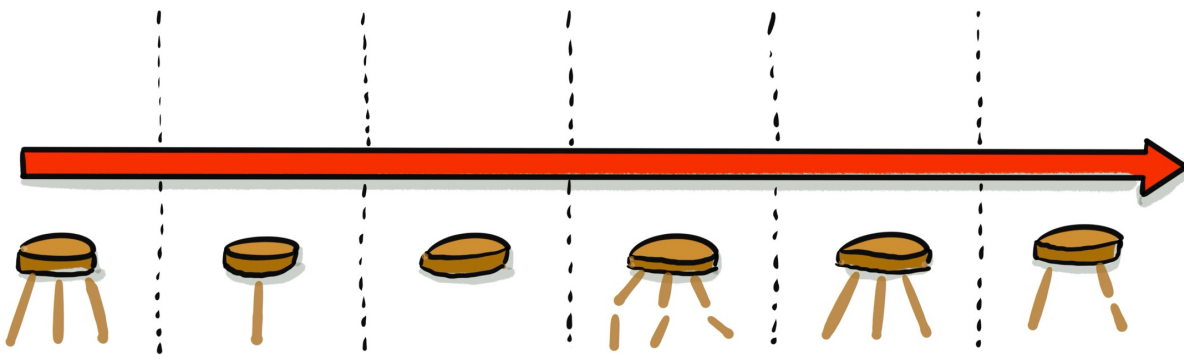


DEVELOPMENT JOURNEY



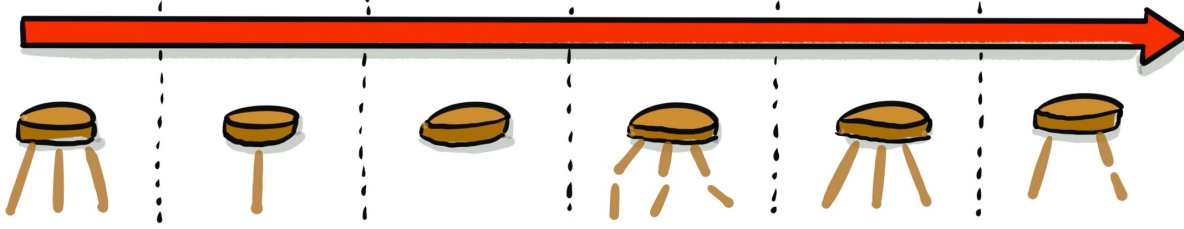
DEVELOPMENT JOURNEY

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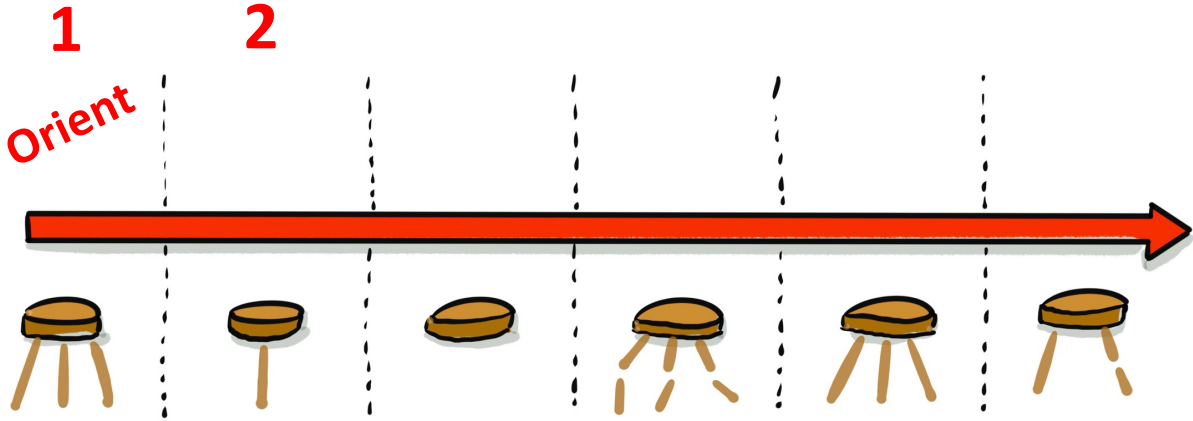


DEVELOPMENT JOURNEY

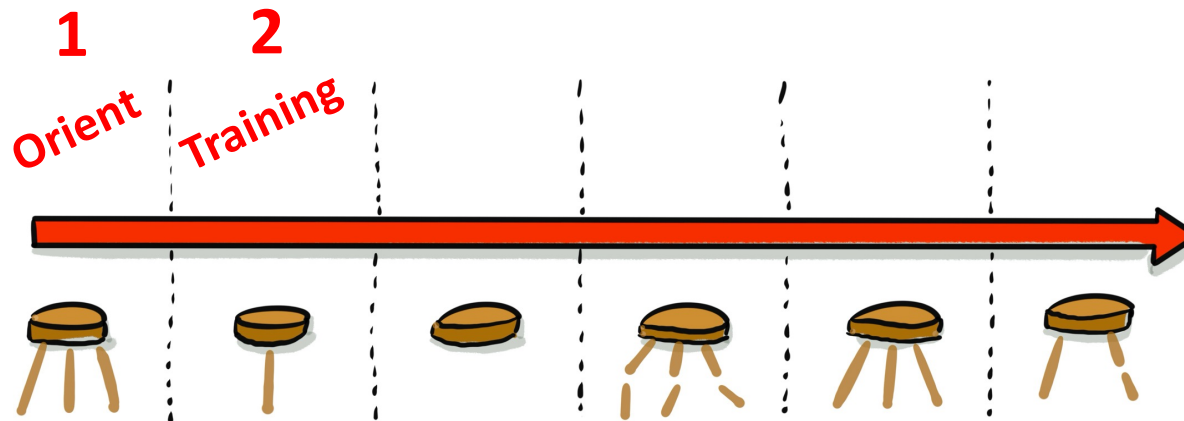
1
Orient



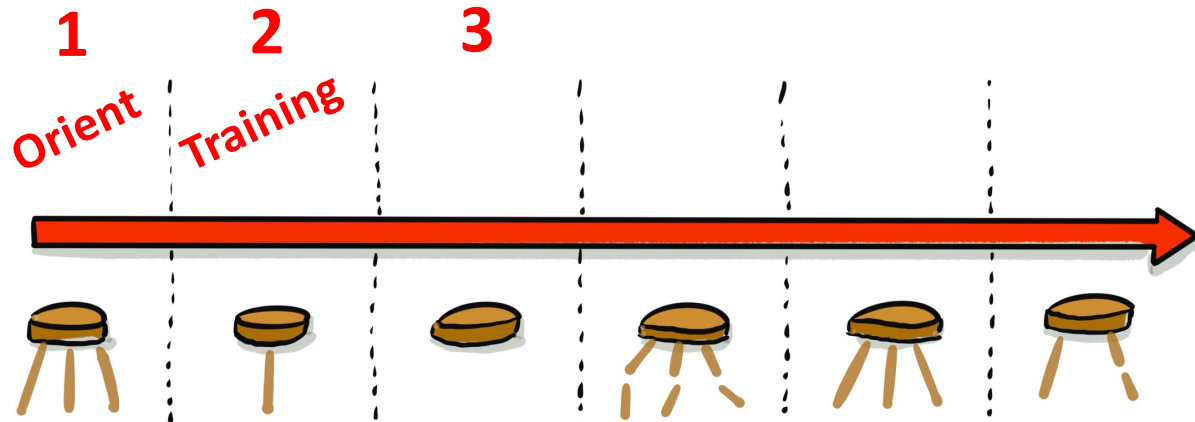
DEVELOPMENT JOURNEY



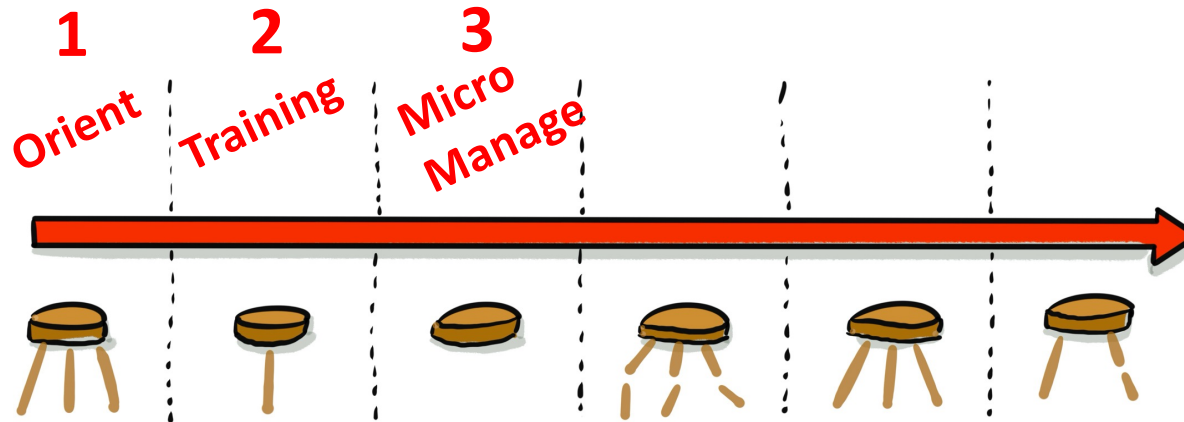
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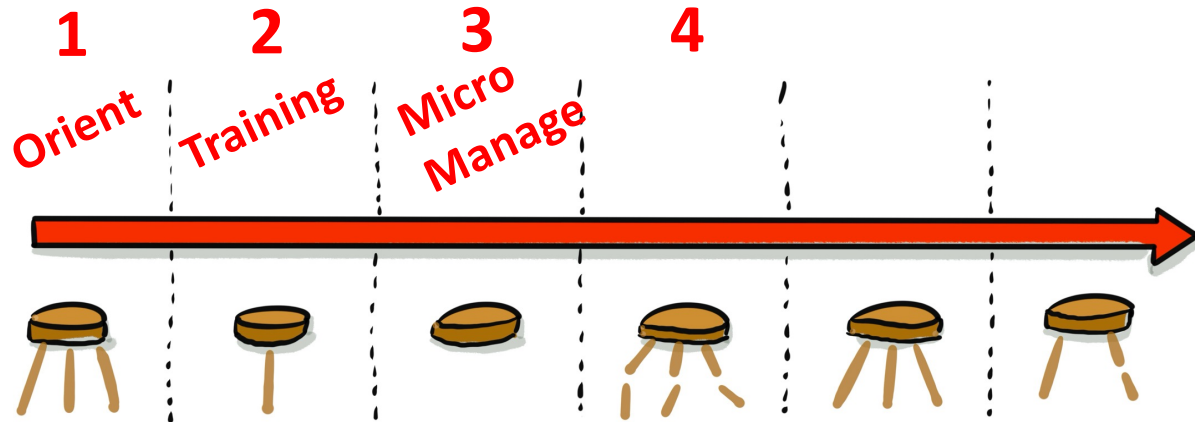
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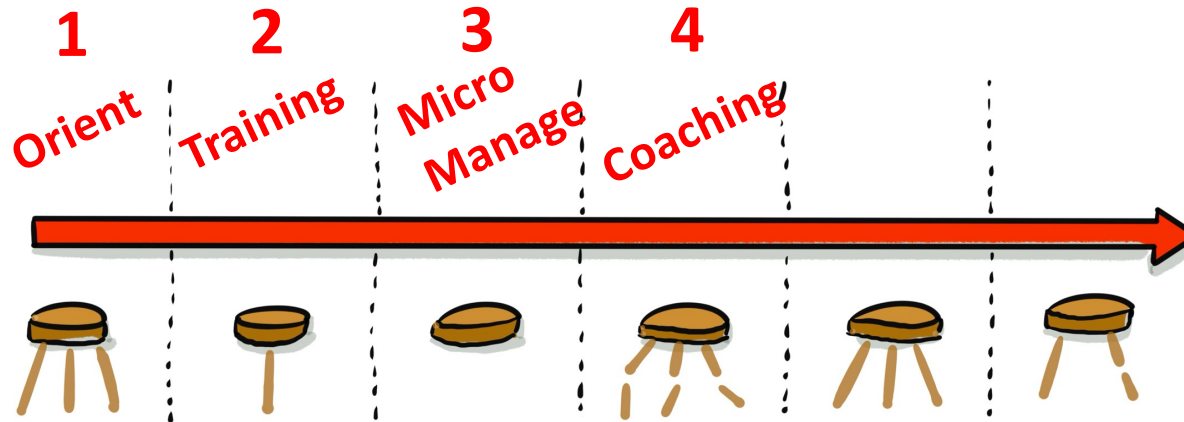
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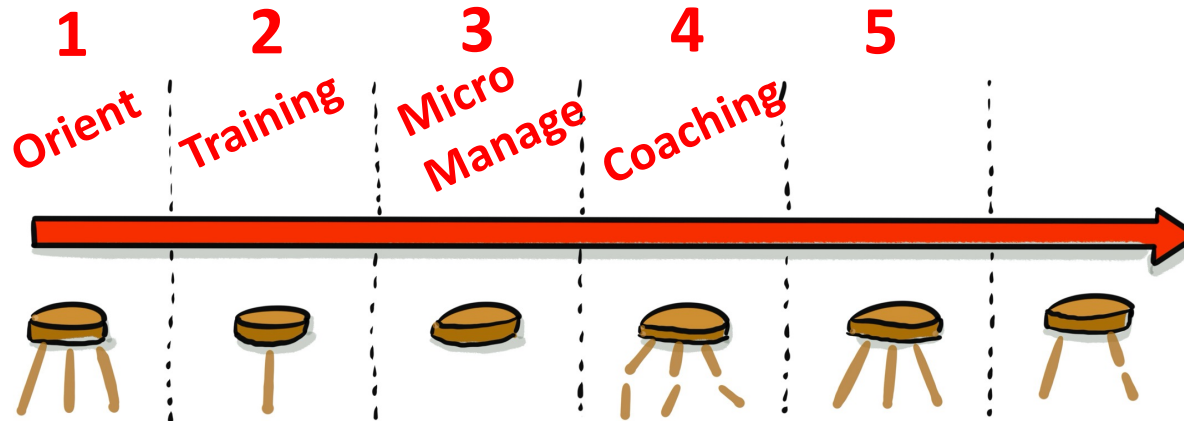
DEVELOPMENT JOURNEY



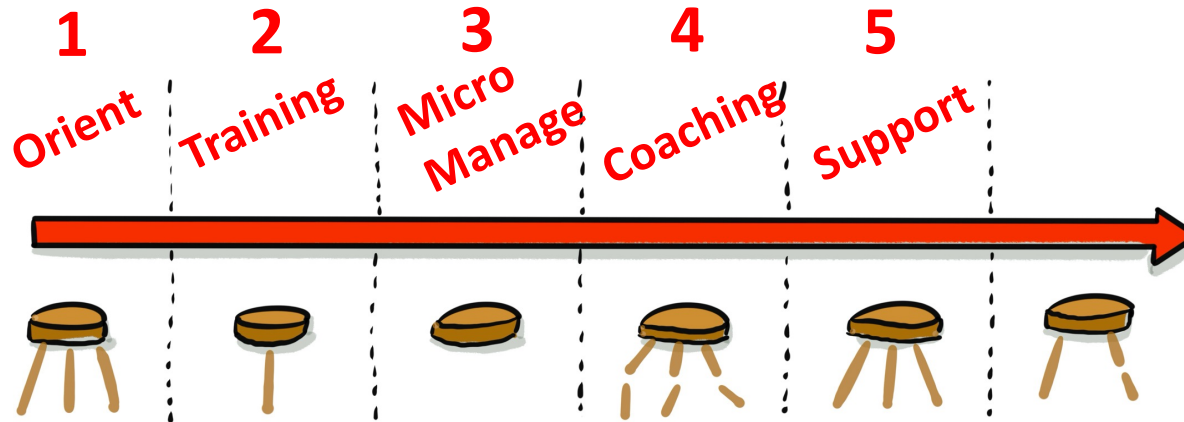
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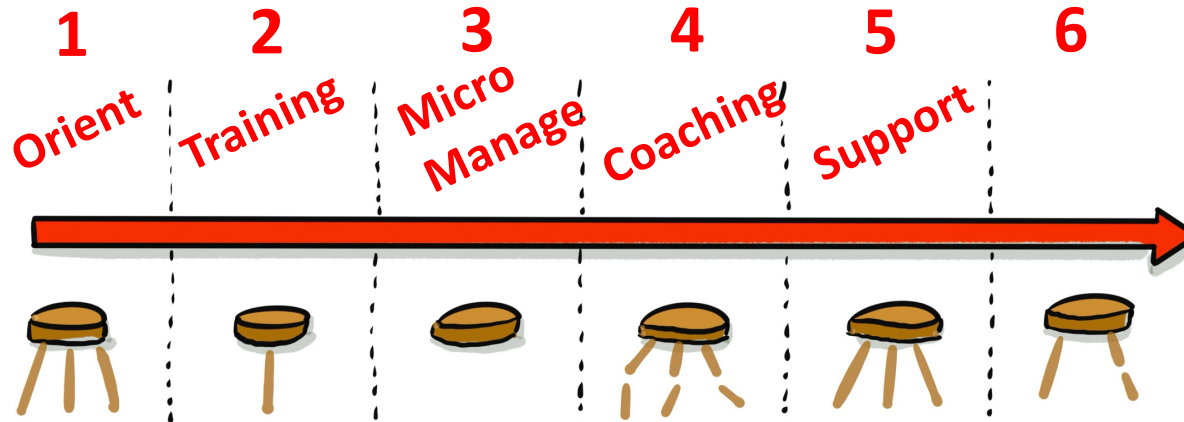
DEVELOPMENT JOURNEY



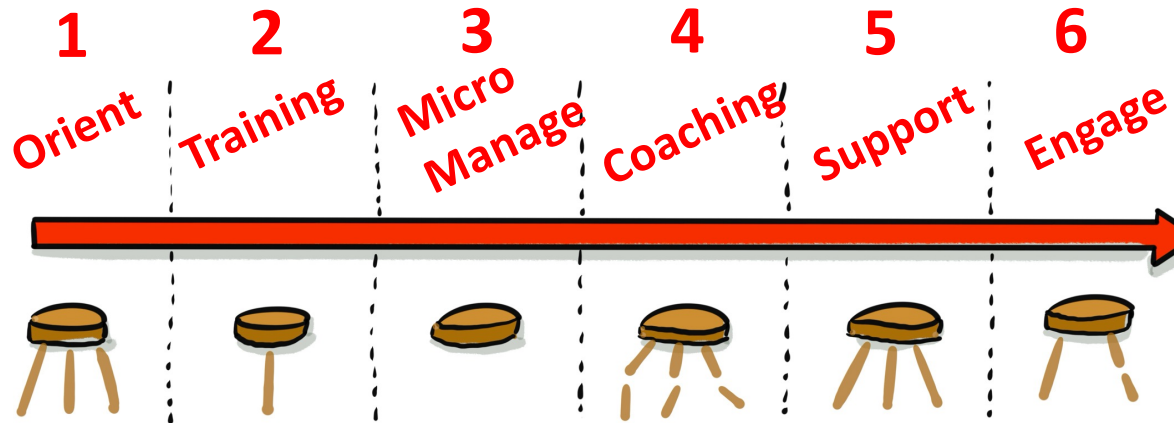
DEVELOPMENT JOURNEY



DEVELOPMENT JOURNEY



DEVELOPMENT JOURNEY



Now What?

1. Get rid of bad bosses _____!
2. Make the commitment to _____ your _____.
3. Be _____ with training and development.
4. Be _____ with not everyone wanting to move into management.
5. Don't do _____ stuff!

Now What?

1. Get rid of bad bosses **NOW** !
2. Make the commitment to _____ your _____.
3. Be _____ with training and development.
4. Be _____ with not everyone wanting to move into management.
5. Don't do _____ stuff!

Now What?

1. Get rid of bad bosses NOW!
2. Make the commitment to GROW your OWN.
3. Be _____ with training and development.
4. Be _____ with not everyone wanting to move into management.
5. Don't do _____ stuff!

Now What?

1. Get rid of bad bosses NOW!
2. Make the commitment to GROW your OWN.
3. Be CONSISTENT with training and development.
4. Be _____ with not everyone wanting to move into management.
5. Don't do _____ stuff!

Now What?

1. Get rid of bad bosses NOW!
2. Make the commitment to GROW your OWN.
3. Be CONSISTENT with training and development.
4. Be OK with not everyone wanting to move into management.
5. Don't do _____ stuff!

Now What?

1. Get rid of bad bosses NOW!
2. Make the commitment to GROW your OWN.
3. Be CONSISTENT with training and development.
4. Be OK with not everyone wanting to move into management.
5. Don't do STUPID stuff!

The End

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Follow the prompts.
Be sure to check your SPAM folder!

Mack@TheBossBuilders.com

