



Starting to Lead

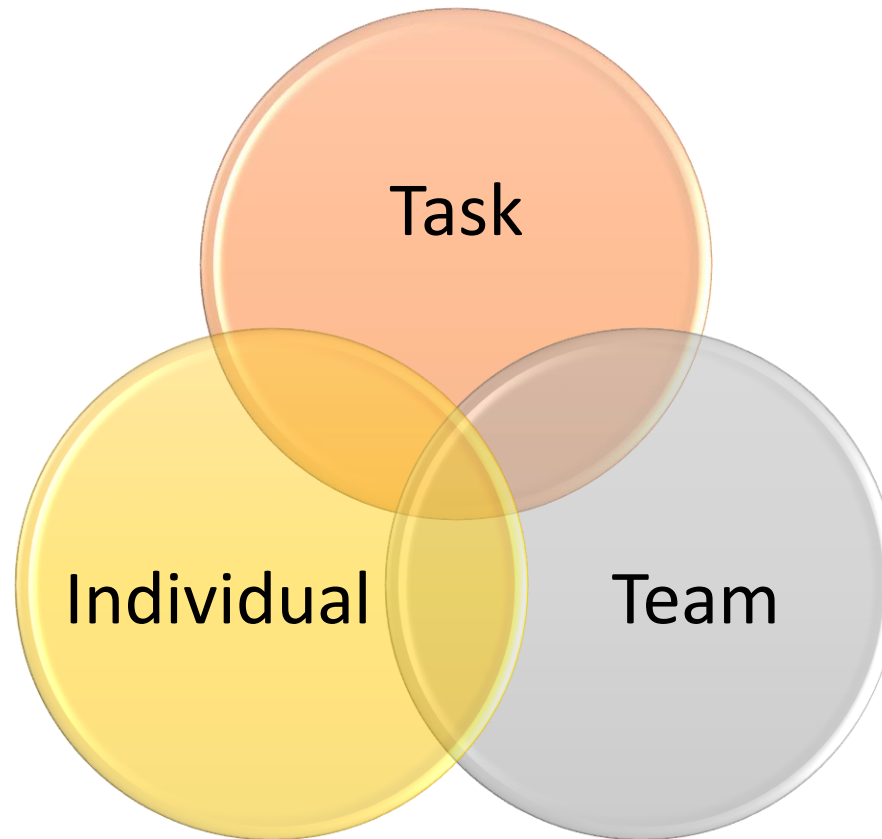
Starting to Lead

By the end of the Power Hour you will be able to:

- Describe what leaders and managers DO
- Explain the main skills and behaviours of a good manager
- Identify your own personal strengths and potential weaknesses in terms of managing people



Action Centred Leadership (Adair)



Action Centred Leadership (Adair)



Put simply, managing the TASK is about making sure that we produce the right things, in the right way, at the right time, to the right standards.



Managing INDIVIDUALS is about getting the best out of people: Setting clear standards, giving them support and tackling underperformance so that AS A BUSINESS we achieve the TASK.



This is about managing fairly and openly to motivate and engage the TEAM so that they are willing (as well as able) to achieve the TASK. This is what builds our future.

The Dangers of working too much in...

TASK	INDIVIDUAL	TEAM
<ul style="list-style-type: none">• Only focus on 'here and how'• Little planning• No development• Crisis management• People feel neglected• Team morale suffers• People get stressed• People leave	<ul style="list-style-type: none">• No common goal or approach• Rumours start• Danger of 'favouritism'• Standards slip• Manager finds it hard to detach and be impartial• People become 'victims' with the manager the 'saviour'	<ul style="list-style-type: none">• Having a good time is more important than achieving results• Hard to make 'tough' decisions• Individuals 'carried' or overlooked• People stop taking personal responsibility• Team becomes isolated

Case Studies



In which circles are THESE managers operating?

What is the effect of this?

Make it Work at Work

What are you going
to **DO** as a result of
this Power Hour
Session?





Thank You
&
Good Luck