

Fight the Undermanagement Epidemic

How to Build a Culture of Strong Leadership

Undermanagement is rampant in the modern workplace. A full 90% of all leaders and managers do not provide their direct-reports with sufficient guidance, support and coaching. And the costs are astronomical! Bring in Bruce Tulgan to present the latest research from RainmakerThinking's ongoing Undermanagement Epidemic study:

What are the costs of undermanagement?

HINT: There are eight costs that lead right to the bottom line

What are the principal causes of undermanagement?

HINT: Seven common myths prevent most leaders and managers from taking a more highly-engaged approach to leadership

What challenges are leaders and managers facing in the real world today?

HINT: The workplace is more high-pressure than ever and the workforce more high-maintenance

What are the best-practices followed by the most effective leaders and managers today?

HINT: Regular high-structure, high-substance, coaching style management

What are the most effective ways to help leaders and managers learn, embrace, and adopt these best practices?

HINT: Training, support, and real accountability

What are the best organizations doing to move their organizational cultures toward strong highly-engaged leadership?

HINT: Making a systematic commitment to proven best-practices at every level

Based on our ongoing research since 1993, as well as Bruce's best-selling books *It's Okay to Be the Boss* (2nd edition, 2014) and *The 27 Challenges Managers Face* (2015), Bruce provides laugh-out-loud stories, poignant insights, and concrete takeaways for leaders at all levels. Bring in Bruce Tulgan to present our latest research and start fighting the undermanagement epidemic in your organization!

Are leaders and managers in your organization strong and highly-engaged?

Are you sure?

Where in your chain of command does the communication alignment break down? Wherever that is, you will find undermanagement.

Where does execution break down? Wherever that is, you will find undermanagement.

Do too many of your leaders and managers feel they don't have enough time to manage their direct-reports?

Do they avoid interacting with some employees because they hate the dreaded confrontations that sometimes follow?

Does your organization have some great employees you really cannot afford to lose?

The leaders, managers and supervisors throughout your chain of command are very likely under more pressure than ever before: There's no room for downtime, waste, or inefficiency. You have to do more with less. And employees have become high-maintenance. Employees look to their immediate boss to help them get what they need and want at work.

How do your managers tackle these huge management challenges?

If your managers are like most managers, they are probably stuck in this vicious cycle: They feel they don't have enough time to manage, so they try to "empower" employees by leaving them alone. They "check in" and "touch base" and their doors are "always open"...until something goes wrong. Then the manager goes into firefighting mode, until the fire is out. Now the manager has even less time. So the manager goes back to being hands off...until the next fire.

What can you do to help your managers break this vicious cycle?

Bruce will share what he has learned from working on this problem for nearly two decades.

Learning Objectives

After this program, participants will:

Have a better understanding of undermanagement and its strategic significance

Be in a better position to identify undermanagement in their organization (and in themselves)

Consider strategies and initiatives for leading the leaders of their organization toward the systems, practices, competencies, habits and culture of strong highly-engaged leadership at every level

Actionable Takeaways and Best Practices

In this program, based on first-hand stories from his experiences inside hundreds of world-class organizations, Bruce teaches dozens of immediately actionable takeaways and best practices in a step-by-step guide to human capital management:

- Basic diagnostic framework to understand and identify signs, symptoms, and costs of undermanagement
- The causes of undermanagement
- Exactly what employees need from managers in order to succeed
- Exactly what managers need from senior executives in order to deliver what employees need
- Strategies and initiatives: Options and next steps