

# It's Okay to Manage Your Boss

## Learn the Proven Best Practices of the Most Successful High Performing Employees

Decades of research by RainmakerThinking, Inc. shows that **employees rely on their immediate managers more than anyone else to meet their needs at work** – to provide them with the guidance, support, direction, resources, and coaching needed to produce high-quality work consistently, to feel good about work, to earn credit and flexible work conditions and greater rewards. The working relationship employees have with their immediate managers is the number one factor determining success or failure.

The problem is that too many managers are undermanaging their direct-reports: So many managers are so busy – or otherwise unwilling or unable to provide strong leadership – that most employees simply do not get what they need from their managers. As a result, unnecessary problems occur, problems get out of control, resources are squandered, employee performance and morale suffer, and otherwise good employees are much more likely to leave.

Yes, managers should do their job and provide the kind of strong highly-engaged leadership that employees need today in order to succeed. But employees can do a lot to help themselves. Our research shows that when employees take a stronger hand in their relationships with their managers and play a bigger role in getting what they need, things go much, much better.

What is the secret weapon of every self-starting high-performer in today's workplace? They are really good at managing themselves and they are really good at managing their bosses. Bring in Bruce Tulgan to present our latest research on what employees can do to combat undermanagement and succeed at work despite this growing problem:

**Get clearly spelled-out and reasonable expectations from your boss**

**Learn how to acquire the skills, tools, and resources you need from your boss to meet those expectations**

**Get your boss in the habit of giving you honest feedback about your performance, and course-correcting feedback when necessary**

**Gain the proper recognition and rewards you deserve in exchange for your performance**

When employees get really good at managing themselves and helping their managers manage, they are able to do more work better and faster, get more recognition and reward, and increase their chances of success at work. Everybody wins.

Based on our ongoing research since 1993, as well as Bruce's best-selling book *It's Okay to Manage Your Boss* (2010), Bruce provides laugh-out-loud stories, poignant insights, and concrete takeaways for employees at all levels.

### Actionable Takeaways and Best Practices

Bruce helps employees recognize their managers' struggles with undermanagement and confront their own weaknesses when it comes to self-management. Employees have a critical role to play in building productive working relationships with their managers and Bruce will help anyone with a boss learn to practice the seven steps back to the fundamentals of strong, highly-engaged followership:

- ❑ **Step one** - First, manage yourself
- ❑ **Step two** - Get in the habit of managing your boss(es) every day through regular structured one-on-ones
- ❑ **Step three** - Take it one boss at a time: Customize your approach to every boss
- ❑ **Step four** - Make sure you understand exactly what is expected of you
- ❑ **Step five** - Assess and plan for the resources you need
- ❑ **Step six** - Track your own performance every step of the way
- ❑ **Step seven** - Earn more rewards by working smarter, faster, and better

### Learning Objectives

**After this program, participants will better be able to:**

- Build relationships of trust and confidence with their managers**
- Seek appropriate guidance, direction and support from their managers**
- Take on new tasks, responsibilities, and projects**
- Stay focused and moving in the right direction at work**
- Increase their individual work productivity and quality**
- Keep track of their own performance and report regularly to their managers**
- Reduce waste, inefficiency, errors, downtime, and conflict with other employees**
- Learn, grow, and go the extra mile in their jobs**