

FIGHT THE UNDERMANAGEMENT EPIDEMIC: HOW TO BUILD A CULTURE OF STRONG LEADERSHIP



How do the managers in your organization tackle the challenges of today's increasingly high-pressure workplace?

If your managers are like most managers, they are probably stuck in a 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... then the manager has even less time... So, the manager goes back to being hands off... until the next fire.

This vicious cycle is one that we at RainmakerThinking have seen time and again. And there's a name for this phenomenon: undermanagement.



The **undermanagement epidemic** is rampant in today's workplace, affecting organizations of all sizes in every industry. A full **90% of leaders and managers** do not provide their direct reports with sufficient guidance, support and coaching. And the costs are astronomical!

What can you do to help the managers in your organization? Bruce Tulgan shares insights from RainmakerThinking's ongoing Undermanagement Epidemic study to provide senior leadership with the information they need to identify and cure undermanagement.

PARTICIPANTS WILL LEARN:



- The eight costs of undermanagement that lead right to the bottom line
- The seven myths that prevent most managers from being highly-engaged with direct reports
- Exactly what employees need from managers in order to succeed
- Exactly what managers need from senior executives in order to deliver what their employees need
- Strategies, options and next steps

TECHNIQUES AND BEST PRACTICES FOR:



- Understanding and identifying the signs, symptoms, and effects of undermanagement in your organization
- Identifying the specific challenges managers are facing in the real world today
- Regular high-structure, high-substance, coaching-style management
- The most effective ways to help managers learn, embrace, and adopt the best practices of highly-engaged management
- Making a systematic commitment to proven best practices at every level