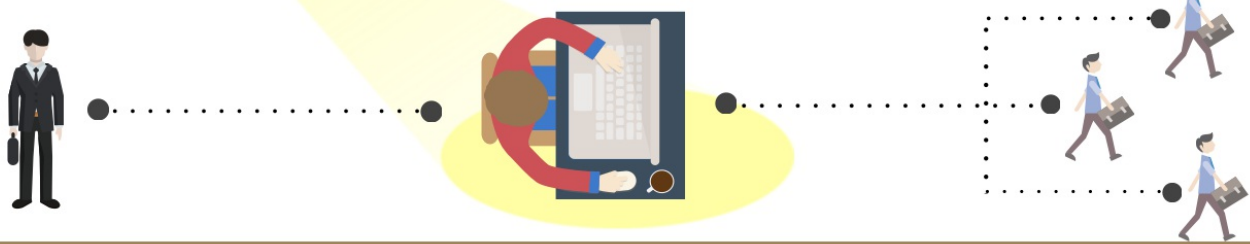


Spotlight on

Middle Managers

Historically, the role of middle managers in organisations are greatly underestimated. The bulk of research and development have largely centered around Executive Level Leadership. Those times are over - while middle managers may operate at a lower level and have less visibility, their impact is enormous.



WHO ARE THEY...?



People who are:

- ✓ Leading sub-units / teams / groups of people
- ✓ Accountable for collective results
- ✓ Involved in day-to-day running of operations

they are a critical link in mobilising the organisation



Execute strategies
by translating
organisational
vision into tangible
steps



Coordinate
between teams and
functions for
seamless
**integration of
operations**



Manage resources
to ensure work is
completed
accurately and
according to
standards

ORGANISATIONAL IMPACT

Due to Middle Manager's direct involvement with both PEOPLE and OPERATIONS, the organisation will inevitably benefit when Middle Managers excel in their roles.

**19% lower
turnover**



**22% greater
productivity**



**48% higher
profitability**



Data retrieved from "Leadership Mistake : Promoted Based on Tenure", Gallup Research
<http://www.gallup.com/businessjournal/187871/leadership-mistake-promoting-based-tenure.aspx>

As their name suggests, Middle Managers are in the MIDDLE of all the action. They link people to performance, top management to employees, organisation to customers. Thus, managers need the skill sets required to

ENGAGE

How can we
trigger those
results?



The Middle Manager's greatest area of impact? Multiplying results by managing the performance of others. At this level of leadership, competencies to engage people start to be far more valued than technical competencies. Below are D Jungle People's 4 Philosophies that will help Middle Managers achieve peak performance.

THE ENGAGING MANAGER

Leadership is a Way of Life

Effectively role model key behaviours by creating alignment in speech and action.

- Self-Management

Talents Need Nurturing

Help employees continuously develop and progress at work.

- Delegation
- Resource Management
- Coaching

The World is Our Classroom

Create opportunities for people to learn and apply themselves in any situation.

- Learning Design
- Facilitation

Simplicity

Remove roadblocks to help others achieve effectiveness and efficiency.

- Stakeholder Management
- Decision-Making
- Problem Solving

develop these competencies



D Jungle People has developed The Engaging Manager Programme that aims to provide managers with key skills and competencies required to trigger organisational results in the shortest time possible. Contact us to find out more.