

Talented Manager

In the previous video, I shared with you the need for managers to be engaging. And that's absolutely true. With the young people that are coming into the market these days, if you can't engage them, you really get yourself into a lot of trouble. However, being an engaging manager is just part of what talented managers do. So today, I'm going to share with you three points that talented managers do.

First point, they work hard at managing. And, I know it sounds funny, but you know what, this is probably one of the biggest mistakes that managers do. You've got to understand that managing is your job! Not the operational side of things but the leadership side of things. So, what do you do? Well they value the kind of work that comes with managing others and they get results through others, not despite them. Not, you know, getting into trouble because of them, but they work with others. Now, what's really important here is that you've got to be able to set aside a chunk of your time for managing, and most managers don't.

Second point, talented managers are present for their team – physically, mentally, emotionally. There are three roles that you need to play. So first, be physically present. You are their supervisor. So you've got to be there for them to help them get the job done. Two, be mentally present. You are also their coach. So, mentally, you've got to help them to connect the dots and grow the competencies and grow the skills. The third role that you've got to play is critical. You've got to be emotionally present. Their role model, their mentor so to speak. To give meaning, significance and purpose to the jobs that they do. So not just to help them do the work but to help them understand why and their place in life. To be a role model for living, so to speak.

So the third thing that talented managers know and they do is that they focus really, really hard on growing themselves. Most managers get into the position, well, because they performed really hard and really well in the previous role. Most managers then grow into the position either through experience or through the school of hard knocks. Sometimes, just by pure luck. Talented managers understand that they don't leave their own growth to luck. They set aside good, clear goals for themselves in order to achieve what they are supposed to achieve. So, they spend time in developing themselves, in nurturing themselves, in ensuring that they grow because they know that by growing they set a good example for other people to emulate.

So whatever it is that you are doing – whether it's reading a book, whether it's finding yourself a coach, whether it's ensuring that you've got time to study and analyse articles or even in this day and age, you know, just watching the right kind of youtube videos. You've got to make sure that you grow yourself. So, just remember these three tips. One work hard at managing – get your results through others, not against them, not despite them, not for them but with them. Two, make sure that you are present for them – whether it's physically, mentally

or emotionally. Three, make sure that you grow yourself – ensure that you are focusing on your own self growth so that you can create a vacuum that other people can then start to fill. Do this and you will be well on your way to becoming a talented manager.