The Guide to Great Managers: What They Do Differently & Why They Matter

Why do the managers in your organization matter?

Managers account for 70% of the variance in employee engagement, according to recent Gallup research. In contrast, individual performance is just a 10% contributor to engagement, and performance doesn’t measure up.

One in two managers are completely different from adequate ones. Great managers are coaches. And coaching is distinct from bossing, Gallup’s research shows, in three key ways:

1. They create a culture of clear expectations.
2. They motivate employees to take action and achieve excellence in a way that significantly improves a company’s performance.
3. They communicate and uphold the standards that create trust, believing that the right roles demonstrate a high level of talent for managing others, while another two in 10 show a basic talent for it. Nearly one in five talented managers. Nearly one in five managerial roles compared with the general population, how to slightly improve the odds of finding that another 2 in 10 people

What makes a manager great?

- Make decisions based on values.
- Put the right people in the right roles.
- Engage employees individually.
- Create a culture of account
cability.
- Motivate every employee.
- Build trust and dialogue with their people.
- Focus on their strengths.
- Strengthen strengths.
- Make decisions; don’t make excuses.
- Do politics; don’t make politics.
- Be productive, profitable, and positive.
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- Focus on their vision.
- Put teams at the core of winning.
- Build trust with their people.

How can your managers become great?

1. 1/2
2. 1/2
3. 1/2

One in two managers can become great. They matter.