

Become a better manager by mastering the management paradox



Managers are submitted to a range of business advice as to how to approach the art of management, much of it conflicting!

This programme provides unique insights that will help your managers and staff better understand who they are, their behaviours in the organisation and how they manage their staff and themselves and highlight ways to create a development programme to make their management skills shine!

Depending on who you listen to - you should be a 'hands off' manager who trusts your staff to get on with it, and seeing the big picture is sufficient or, conversely, you should be a 'hands-on' manager who oversees everything and with a mastery of the detail.

The problem, apart from the conflicting advice, is that we are also different people with different personalities, attributes, and experiences. Adopting a style contrary to your type will cause even more psychological confusion - and result in poor management of self and others!

Arriving at a coherent 'style' (and becoming a more effective manager and hopefully a happier person) depends on understanding who you are, and where you stand on the spectrum between the 'Darwinian' traits (internally driven but externally referenced) and 'Adaptive' traits (externally driven but internally referenced). Then it all makes much more sense!

This pack contains short video stimulus clips and comments, a pdf of the background 'theory' and rationale plus activities for your training session. The programme provides unique insights and will help your managers and staff better understand who they are, their behaviours in the organisation and how they should manage their staff more effectively.

Here are the key insights from the course:

- **Management Paradoxes:** Managers face conflicting advice, such as being hands-off vs. hands-on, and focusing on measurable metrics vs. soft, immeasurable factors.
- **Top Ten Conundrums:** The document lists ten management conundrums, such as learning from failures vs. persisting until success, and actively managing people vs. letting them manage themselves.
- **Types of Managers:** Two types are identified: 'Darwinian' (internally driven, task-centric) and 'Adaptive' (externally driven, people-centric).
- **Self-Assessment Activity:** Managers are encouraged to assess their beliefs, identify their type, and create a development plan to improve their management skills