

Managers Post

Issue 1, 2020

ISSN 2563-1853

Publisher

MICHAEL TAYLOR
494 St Marys Rd
Winnipeg, Manitoba
R3C 0C4
Phone Number
204-955-5605

E-mail: publisher@managerspost.com

Web address: <https://managerspost.com>

How to increase the business value of your projects and organization

Business value is not just an economic concept. In today's large companies, the business value is a real concept. It can be reduced or increased.

In this article, we present the 20 examples of BVOP business value-added and the explanations thereto (BVOP.org).

User and customer satisfaction

One of the most important values is that the customers and users of a given product are satisfied and satisfied. All stakeholders must be satisfied with the product or service in order to be successful.

Innovation

It is very important for the market to be innovative and to have ideas that can be realized.

Human relations

For me personally, this is one of the very important values for the team to go well. You have to treat everyone as a person first and then look at him as a resource. We must have adequate expectations for each of the team of what can and what does not.

Human Resources

Human relations go hand in hand with human resources so that the reason is the same again. You need to know how to treat people and treat them well by helping with whatever you can.

Total contribution

The overall contribution to a successful project and also a very important factor. Everyone should work as a team and everyone contributes something to the project.

Organizational culture provokes people to be proactive, contribute, share and be aware of the business goals of the organization.

- Acceptance and approval of diversity and diversity (in terms of individual culture, background, etc. of workers).
- The attitude of accepting and properly treating the contribution of everyone working for the company.
- The pride and enthusiasm of the employee of the organization and the work that is done.
- Equal opportunities for every employee to realize their full potential within the company
- Perfect communication at the level between all employees regarding the policies and issues and problems in the company
- Strong leadership with a strong sense of good governance, giving the necessary guidance and guidance, as well as the goals and results sought
- Competitiveness in industrial innovation and customer service
Lower than usual levels of fluidity (but when achieved through a healthy organizational culture)

- Investment in learning, training and knowledge for workers

See more: [Business value in organizations and adding business value to projects and products](#)

Modernization and innovation.

Innovation must be taken into account with every idea or opinion that is given because one never knows which team will be the best and most innovative idea. The brainstorming method can be used to give everyone their ideas.

People in the organization show respect for each other and work productively.

This requires a good organizational culture and good relationships between people.

The number of people leaving the organization is limited to a minimum.

Outgoing interviews would give very good feedback as to why people leave, and thus measures can be taken to limit leaving. Also, more meetings with the team on an individual level so you can know what their problems are and if possible, solve them.

Conflicts and negative environments are minimized.

Again with constant communication, you can prevent these conflicts and negative environments.

Everyone in the organization is constantly improving their personal and professional skills.

It would be best if the organization itself offers training that is free of charge for employees and able to participate in them.

Read more: [Managing business organizations and adding business value](#)

Team members look for and remove obstacles without waiting for management to do so.

This is proactive and it depends a lot on the person himself or herself to be inclined to do so

Management and team members work together to streamline processes and accelerate development time.

This, in my opinion, should be the most normal thing to happen because everyone has to work together to optimize work and can also be done through a brainstorming session.

Costs are managed and planned carefully.

Good research is required for the materials and products that will be needed for the project. Also, have a budget in advance that you can work on and have an idea of what you can afford in the project.

The tools and the environment are constantly improving.

This is a bit down to the last topic of cost and how successful the organization is. If there are successful projects and the resources are available to improve the working environment and the tools should do it.

Unnecessary documents, processes and communications are avoided.

Sometimes there is a lot of documentation that is superfluous and just wastes time. It is best to know in advance which documents will be needed and be able to prepare earlier. And meetings to make important things.

The main causes of problems, defects, and obstacles are analyzed, tracked and eliminated.

The main causes of problems can still be found through more communication with the team and senior management. Corrective and preventive action, the CAPA method, can also be used.

Quality standards are followed and implemented without significant waste of time and resources. The best option is the Quality Control team.

The fatigue is managed and teams do not spend too much time on trivial tasks.

Excessive fatigue can be managed through team building, making smaller leisure games more often.

The documentation and requirements are created and maintained in an easy and convenient style so that everyone understands them easily and saves time from unnecessary discussions and misunderstandings.

Excel spreadsheets are the best option for everyone to share.

Meetings and discussions do not lead to a waste of time and always lead to desired results.

Every meeting should have a focus and meaning. There should be no meetings for absolutely everything. Some things are better written in the email.

Product development focuses on the most important goals and needs.

Product development should be tailored to the customer's needs and needs. All product results, concepts and versions are validated with real users and the risk of an undesired product is limited. Marketing surveys, surveys with real users.
Related post: [Adding business value in organizational project management](#)

Customer and customer satisfaction is steadily increasing.

This is one of the most important things for a company. Every company wants the customer to be satisfied because their business depends on the client. This is achieved by always treating the client in the best way and maintaining good communication with him and always responding appropriately to the problems.

Productivity in business organizations and projects

The teams of each company and project have different productivity. However, the success and speed of project development of any business organization must depend on some measurable factors.

In the article, we describe observation in contemporary organizations instead of defining outdated and academic probable factors for the high productivity of people in companies.

We live in a world of constant connection, a place, and time in which we have lost sight of the importance and benefits of being alone.

Offices abandon single booths in favor of wide-open common areas. In an increasing number of schools, children do not sit in departmental desks, working independently on tasks, but participate in small groups, seeking together to answer the questions asked by the teacher.

It seems that the ringing sounds typical of all the high-tech gadgets we have become constant background noise, inseparable from our daily lives, informing us of every new tweet, Facebook post, or Instagram tag. Even something as banal as cooking dinner has become an event worthy of sharing with any known and unknown person on the social networking list.

As a result of this constant connection with the outside world, many of us do not have time to be alone. At every turn, we are told that this constant social contact is something positive and that connection with others is something without which we cannot live our lives fully. However, at times, all this connection becomes too much and begins to affect our lives negatively?

A study involving 600 computer programmers from 92 companies found that while productivity levels were relatively stable across firms, the differences between companies were much more pronounced.

More productive organizations had one thing in common – they all abandoned the idea of open offices and provided a personal workspace for each of their employees. As many as 62% of employees in leading organizations said they had sufficient privacy at work. For underperforming companies, this result is 19%. Also, 76% of people working in a shared office noted that they often fall prey to unnecessary interruptions.

Loneliness is not only positive in the professional environment, but it is also just as important for your mental and emotional well-being. To get the best out of life, you need to learn to appreciate the time you spend alone. The list of benefits is too long, so here are just a few of the most important ones.

Recovery and recharging

Each of us, even the most social extroverts, needs time to rest and recover. In that respect, nothing compares to the time you spend alone with yourself. The peace and quiet you experience when you break away from

external influence is a vital part of the process of coping with the stress and nerves of everyday life.

You can do whatever you want.

As enjoyable and fun as it is, the time they spend in the company of others inevitably creates a need for compromise. You have to adapt your ideas to others' desires and opinions constantly.

Solitude gives you the freedom to do what you really want. You can dress whatever you want, eat what you eat, and work on projects that you find interesting and meaningful.

You learn to believe in yourself.

Being free is not just about being able to do what you want. Freedom also includes the ability to trust your intuition and clarify your thoughts, avoiding external pressure and foreign influence.

Loneliness helps us to form a clear idea of who we really are, what we know and what decisions are right for us. When people surround us, even if we are not aware of it, we observe other people's reactions to judge whether our reactions and feelings are appropriate.

When we are alone, this evaluation comes only from ourselves. In this way, we develop our own ideas and views without having to conform to others' opinions and views.

Once you begin to feel satisfied with the time you spend in solitude, you will find out where your options really lie, unencumbered by the bonds of someone else's perspective.

Enhancing emotional intelligence

Emotional intelligence (EQ) can be described as an ability that allows you to recognize and understand both strangers and your own emotions and

use that knowledge to shape your behavior and the relationships you have with others.

Self-knowledge is at the heart of emotional intelligence. If you want to increase your EQ, you must first realize who you really are. Yes, motivation in people at work depends on their EQ.

To understand your emotions and the reasons behind how you respond to different people and situations, you need to undergo careful self-analysis, which can only be achieved in a secluded environment that filters out external turmoil and noise.

Increasing self-esteem

If you are bored and annoyed when you are alone, you can easily conclude that you are an annoying person and that you need to be surrounded by people to feel good. Your self-esteem will increase significantly as you learn to enjoy the time you spend alone, confirming to yourself that your company is the only one without which you cannot.

You learn to appreciate others more.

Time spent in privacy will allow you to see your loved ones in a completely different light. It will remind you how much you love these people and how grateful you are for them.

You do more work

Researchers at Texas A&M University have found that group brainstorming impairs productivity due to the phenomenon known as "cognitive fixation." In general, cognitive fixation is the tendency of people working in groups to concentrate on others' ideas, reducing their own ability to generate suggestions. The larger the group, the stronger the fixation on a small group of ideas. When you are alone with your thoughts, you eliminate the scattering factors and avoid external resistance.

Everyone can learn a lot from the time they spend in solitude. Allow it.

7 habits for financing entrepreneurship

Many people dream of leaving corporate life to become entrepreneurs. The call for independence, both human and financial, is strong. But how does that really work?

I recently shared the 11 income streams I created by earning income in my after-life so that financial independence could be created. Building a multi-threaded revenue model requires building the seven habits that follow.

Ask who you can serve first, not what you can sell

Many people who want to monetize their expertise focus first on the product they can sell. But first, you have to determine who to serve and what you know to help your future clients. Having a clear idea of your target audience means that you know who you will not sell to. Now you need to find out what the needs and problems need to be addressed. In this way, you fill in a particular economy and create demand for your experience.

Outline your short and long term financial goals

Having a stable portfolio of income streams requires the usual balancing of things that bring short-term benefits (quick earnings) with longer-term goals (that build your brand and provide financial return further). You need to be aware of these two things before you take action and make money. For example, many people want to write a book that takes time (an

average of two years). If your book is doing quite well, that's great, but in the meantime, you have bills to pay. So it might be a good idea to focus your efforts on online publications, writing short online courses, or consulting.

Focus on activities that support your business interests

Even when creating different revenue streams, I had to make difficult choices. For example, I chose to develop long email lists, podcasts, and some consulting events to focus on activities that better support my business model and interests. The articles I wrote generated revenue but also gave me ideas for more books and courses that gave me more opportunities.

Another example is the free trial project management certification exam attempt that BVOP provides. Users get a free certification attempt for the online project management certification exam if they just create an account on the platform.

Get on social networks

Believe it or not, when I left the corporate environment to become a speaker, writer, etc., I was not on Facebook and much less on LinkedIn. I was about to lose all the contacts and relationships I had built in three decades in my career. As it turns out, 80% of my business in the first few years after corporate came from past contacts. Therefore, be committed to staying on the social network, providing value to your new business.

Overcome your inconvenience to sell yourself

I hated to sell books, courses, etc. to my list of emails and social projects at the beginning – until I realized that I had an excellent use for them. There is nothing wrong with being compensated for this value to earn a living, and people understand that. If you don't promote yourself, your experience will remain buried with you.

Create content

This should be the first habit to learn. The content I created for my books has been redesigned and designed for online courses, classes, and articles. Be organized and archive your work in a way that makes it easy to remember and reuse. And remember your ABCs: Always create content.

Believe yourself, so do your customers

Many people do not make money from their expertise because they underestimate it. What is evident to you is not evident to others. Have faith in what you create and develop the habit of repeatedly saying that if you build it well, based on an understanding of your target audience, customers will come. When they don't, learn the reason and act. Be wise and make money.

Author

Michael Taylor

Posted on

March 17, 2020

Nine recruitment trends in 2020

Trends in recruitment in 2020 are increasingly modern, productive, and exciting. In the new decade, most strategic-focused companies are looking for ways to remain competitive in an ever-changing work environment.

After all, many aspects of the professional field are changing as new generations begin their careers, Businessinsider reports. From which

candidates for best results will prioritize job search to effective strategies – here are the innovations leaders predict will change hiring trends in 2020:

1. Technology will optimize the applicant's experience

As any company director understands, as soon as you reach the title of manager in front of your name, part of your daily job is interviewing potential employees. While necessary, it can be a time-consuming process, especially when you have to fulfill your other responsibilities.

Looking ahead, Jeff Berger, CEO, and founder of Talent, Inc., predicts advances in digital recruitment innovation, explaining that AI and technology-driven marketing will simplify the process. Therefore, employers will have more time to focus on the human side of hiring.

In his words, these technological advances, such as chatbots, will allow applicants to be better informed about the job opportunities and training they need to be able to reach them.

2. Emphasis on employees with creative ideas

According to Berger, employers are facing a global skills gap that is estimated at \$ 8.5 trillion in unrealized economic output. In short, this means that those candidates who demonstrate a desire and ability to grow and adapt to the new challenges in the workplace will have priority over the others.

“The focus will be on hiring employees who can develop creative solutions to achieve their goals or have what is known as ‘high potential,’” Berger says.

3. There will be more emphasis on benefits over pay

Everyone is interested in how much zeros are at the end of his salary, but money may not be the biggest incentive for some professionals.

As industrial psychology specialist and workplace expert, Dr. Amy Cooper Hakim predicts that the rise of health insurance, unlimited vacation policies and home-based work opportunities may be an additional incentive beyond salary in the coming years.

“Companies know this and structure their packages to include more benefits to attract the right employee for the position,” she says. “Recruitment is better than ever to agree to unconventional working conditions to attract and retain the best person for the role.”

4. Emphasis on workplace diversity

Over the past decade, workplace diversity has been at the forefront of priorities. This trend will only continue and if you ask Roni Zehavi, CEO of Hibob, it will be more important than ever.

“The company departments will be staffed with teams that include a wide range of people with diverse talents and backgrounds and will eventually bring together bright generations of different generations to work together and united,” he says.

5. Recruiters will increasingly use artificial intelligence tools to evaluate candidates' skills

There is a difference between what people claim they can do and what they can really do. This makes it difficult to hire someone who boasts of certain abilities since you cannot accurately test each skill before you are offered a job.

Or can you? According to a survey conducted by Top Resume in 2019, almost one-third of 28% of organizations admit that they already use competency tests, job knowledge, and technical skills to evaluate their pool of candidates. Another 15% use personal and neuroscience games to determine the candidate's soft skills.

“Expect an increase in the number of employers who adopt these technologies in the selection process and be prepared to prove that you have the skills set out in your job application,” Berger said.

6. Cultural adaptation will be of greater importance

According to Zehavi, in 2019, companies began to put culture first, and in 2020 they will become even more focused on this part of the work.

How so? It is estimated that 77% of people rate culture as “extremely important” and 64% of employees admit that they are less likely to stay in work after a negative cultural experience.

“Companies know that a strong culture is a key to retention, so it’s important to make sure applicants not only have the right skills but also feel at home in the organization. These will be a focus for recruiting staff for the new year.” he says.

7. Fears of recession will lead to preventative action

Some leaders are worried about a recession by 2020, while others aren’t quite sure. Nonetheless, many have taken action, such as Morgan Stanley. As Berger explained, the bank cuts 2% of its workforce due to uncertainty in the global economy.

“Ironically, if major international corporations like Morgan Stanley take these precautionary measures, their actions can be the catalyst to put us in recession,” Berger said. “Expect to see more employees, candidates, and employers taking steps to” prove the recession “in the coming months,” he added.

8. Flexible schedules will be the norm, not an exception

According to the International Workplace Group’s annual survey for 2019, 50% of employees worldwide already work outside the office for at least two and a half days a week. Another 80% say that if they hesitate between

two job offers and one has more job opportunities from home, they will accept it.

“While the flexible work environment is not new, 2020 will be the year in which it will begin to enter more and more for both employees and employers,” Berger said. “This will allow employers to fill more opportunities while reducing costs and removing geographical constraints.”

9. Your presence on social networks will be part of the hiring process

If you ask Hakim, the days are gone when a good resume and a solid interview are enough to secure a new position. Today, your digital footprint is what will point you in the right direction.

“Recruiting goes into a survey of candidates’ profiles on social networks, which will make it easier to screen candidates if their activity is in question,” she said. “That is why it is particularly important to maintain accounts and ensure that all publications there reflect the applicant in a positive, professional light.”

Author

Robert James

Posted on

March 2, 2020

Why introverts can be exceptional leaders

People are social beings by nature, and we associate leadership qualities with extroverted personalities.

Extroverts draw energy from others and radiate natural confidence and determination when surrounded by large groups of people. Also, they show high self-esteem and know how to bring others together in pursuit of a specific goal. That's why we're kind of used to the idea that the best leaders are extroverts. However, if you think that introverts are not as successful leaders and managers (if not better), then you have fallen victim to a popular misconception!

Scientific research has consistently proven that this understanding is wrong. According to recent research from Harvard Business School, introverts are even more effective leaders in the most difficult and unpredictable conditions. Introverts have a unique set of qualities that are not inherent in extroverts, which make them better prepared for the particular situations on which the company's long-term success depends.

Here are some of the leadership qualities of introverts that are often overlooked by business:

Introverts find motivation in productivity, not ambition

One of the most common misconceptions about introverts is that they are less motivated to succeed than their social counterparts. However, the

truth is that their motivation comes from other factors and they measure success by different indicators.

Introverts have different ways of thinking and experience satisfaction and happiness from different stimuli. Instead of praise and career advancement, the introvert gets more satisfaction from maintaining high team productivity and quality work.

Introverts build more meaningful connections

Because introverts are motivated by quality and efficiency, they often seem detached and inaccessible to other people. At first glance, they seem to prefer not to make personal connections with others. As with their motivation, in this case, the difference in their attitude to others comes from their priorities.

Although not particularly talkative in large groups, introverts are great communicators when it comes to building deeper and meaningful connections and face-to-face conversations. This approach to their work helps them to get to know each member of their team better and to understand their specific needs and desires as well as their strengths and weaknesses.

They are not easily distracted

Although introverts are not completely detached from other people and their environment, they can muffle noise and concentrate on what matters

most. They draw their energy from within and can easily focus on a specific task without being distracted by what is happening in the office.

The ability to maintain their concentration against the background of all the chaos in the workplace further emphasizes the ability of introverts as leaders. Their focus allows them to better focus on the needs of their team without being distracted by other tasks or requests.

Introverts prefer to be comprehensive and precise, rather than fast, in solving serious problems

Problem-solving is at the heart of good leadership, and according to research, introverts have more gray matter in the frontal cortex, which is associated with abstract thinking and decision making. This allows them to make well-informed and informed choices and take a more creative approach to solve problems. According to other studies, introverts are less likely to make hasty decisions.

Since their goal is always to get the job done properly, introverts are not satisfied with mediocre results. For example, an introvert leader is less likely to approve a project if members of his team have objections or doubts about its implementation. He will try to ensure the success of the project by addressing all these concerns before moving forward. In case of serious disagreement, lack of interest in social prestige gives the introvert an advantage in finding a solution that is for the good of the project.

The best leaders are not always the most noticeable and most talkative. The truth is that every company will earn huge dividends if it allows the introverts in its ranks to shine in their way, away from the spotlight.

Author

William Anderson

Posted on

February 2, 2020

Useful leadership habits for introverts

How can an introvert become a more effective and confident leader? " This question was asked to users of the Quora Questionnaire platform, a place on the Internet where people share their experiences and inspire others to learn and understand the world better.

Inc.com quotes the response from Steve Farber, founder and CEO of The Extreme Leadership Institute:

There is a misconception that to be an inspiring and respected leader, you must be able to lead your troops with great enthusiasm and aplomb to some cause, solely through your charisma and irresistible magnetism.

Although extroverts, or at least people who fit into our traditional understanding of extroverts, usually do better when the spotlight is directed at them, this is no guarantee that they will persuade the people they are talking to their ideas and ideas. Numerous leaders of extroverts do not stop talking but essentially say nothing worth hearing.

Some of the most inspiring leaders I've met in my 30-year career in various business fields are talkative, quiet in nature, and most importantly, authentic. They are both honest with themselves and committed to understanding the needs, dreams and problems of their subordinates. This is what makes them great. After all, the desire and ability to understand others has nothing to do with extroversion and introversion.

So if you are an introvert, please understand that the chance of being a great leader is no less or greater than that of an extrovert: Here are three leadership habits that can help you in this direction:

Look at your introvert as an advantage, not a disadvantage

The way you look at things determines their nature. A recent revelation revealed that fewer introverts reach the high levels of government, not because of any inherent defects, but because they believe they have no place there.

"Based on these findings, we tend to argue that introverts do not reach management positions as often as extroverts because they spend more time on self-criticism and negative thoughts that impede their leadership potential," said one of the researchers who conducted the study.

Take more time for reflection and solitude

Loneliness can bring you many positives. It can help you take advantage of your natural inclination to analyze and debate the values you stand for and the goals you pursue. You can then use your newfound faith in yourself and the ideas you present as a source of energy and confidence

in uncomfortable social situations, such as a business meeting, presentation or conference.

Spend more time talking four-eyed with your team members

These meetings may take longer, but the relationships you will build through them are well worth it. These conversations will allow you to learn more about the life of each of your team members. This will help you understand the right approach for each employee and what you need to do to help him succeed in the endeavors he has undertaken.

3 keys to a successful introvert career

an urgent career without communication is impossible. This is a serious problem for people who are more incarcerated – for them, every meeting and conversation at work is a cause for severe discomfort. But, thank goodness, it's fixable. Here are three tips that will help each introvert communicate more easily.

Learn to appreciate your introversion

Often, in the business community, sociability is hardly seen as a disease. This is a huge misconception. The introvert prefers to think of ideas in his inner world rather than discuss them out loud. And that's his strength. If he accepts and realizes this fact, the introvert will devote himself to thinking about his ideas consciously for as long as he needs to bring them to perfection and to gain such confidence and conviction as if he were discussing them in public.

But any business meeting prevents people from more closed minds from enjoying this luxury because it takes a lot of their strength.

Solution: If you are a conscious introvert, do not overload yourself with the entire group at the same time. Choose an interviewee and focus on the conversation with him. Then, move on to another interviewee, etc. This type

of communication is generally more productive and is a signal that you are an in-depth person who automatically adds points to your authority.

Don't be afraid to lend a first hand

In every introvert, there is a constant concern that it takes a great deal of risk if it first takes the initiative to communicate. He fears that he may be judged as a dull interlocutor, or worse, with his activity to make the other person feel uncomfortable. Next time, do not hesitate, just try – come first and introduce yourself with a smile. You will be pleasantly surprised by the reciprocity with which they will reciprocate. Even those who are more superior.

And yet we live in an era of social networking, which greatly simplifies your task. Offer the first handshake on LinkedIn, Twitter, Facebook, especially if you are about to attend a conference or business meeting on a larger scale. This type of preliminary dating significantly takes away the nervousness before the first face-to-face meeting.

Take the time to recharge

Do you run straight to work from a business meeting? Or do you pause from conversation to conversation during a cocktail? If you are an introvert, this is not the best idea – you will quickly get exhausted and discouraged. Take some time for short breaks – walk without rushing from where your meeting to the office ended. Or, be away for 10 minutes alone with you at a cocktail party. Gather your thoughts and dive into the sea of contacts again.

Author

Robert James

Posted on

February 2, 2020

Managers are not only good or bad. What type of leader should I be?

At some point in his career, every manager asks himself, “What kind of leader should I be?” Is it better to be the “good guy” that all employees like or a strict and authoritative leader who respects and sometimes even fears?

Although in the past many companies have focused on building a more welcoming and positive company culture, many of the most popular leaders in our society are still among the “rigorous” leaders, contributing to the promotion of the tireless visionary stereotype, who is not satisfied with results other than perfect ones.

However, the truth is that leaders cannot be divided only into “strict” and “good” people. Dan Roberts, CEO, and co-founder of Scout Alarm, recently caught my attention with a different category – the calm leader.

Roberts believes the “calm leader” creates a work environment that makes workers happier and more productive in the long run. According to him, this is due to 4 reasons:

A CALM LEADER INSTILLS RESPECT AND TRUST IN OTHERS

Roberts says his company is expected to take the initiative and make proposals for specific projects.

“Although I consider myself a calm leader, it does not mean that I am not interested in what is happening in the company and the results that my employees achieve. The idea is that I believe enough in their abilities and give them the freedom they need to carry out their tasks the way they see fit,” he says.

Based on this model of work, the effectiveness of employees depends entirely on their personal qualities and their ability to forge their destiny.

Very often, managers try to control every aspect of their employees' work, but according to Robert, small companies must learn to hire people who can handle their responsibilities without constantly being supervised and directed in different directions by their executives.

A RELAXED WORK ATMOSPHERE ENCOURAGES COLLABORATION

If your manager is calm and positive, this will affect the entire work environment and help employees feel safe and encouraged to work with their colleagues.

When employees know their colleagues on a more personal level, they feel more comfortable sharing their ideas and views.

“When combined with effective communication between team members, the collaborative environment creates the conditions for a smoother and more seamless workflow than more rigorous and hierarchical structures,” says Robert.

CALM LEADERSHIP ENCOURAGES CREATIVITY

Do you know what else promotes calm leadership? Creativity!

“When employees know their voice is heard from others, they are more likely to share interesting and unusual ideas. Abundance from different perspectives is critical to the success of any company,” says Roberts.

CALM LEADERS GAIN CONFIDENCE THROUGH TRANSPARENCY

Calm leaders realize that not one person can be given all the responsibilities of a company. This understanding goes hand in hand with the belief that a leader should be as transparent as possible in communicating with his or her employees because it helps to build trust and loyalty.

According to Robert, sharing important information and involving all team members in the decision-making process makes people feel like they are an integral part of something bigger and motivates them to do their best. Keep reading: There are different types of managers and leaders

Author Michael Taylor

Posted on January 10, 2020

Are you a good manager? If you are wondering about this, it's time to think about your leadership position.

Every manager has these dark thoughts. If you have been asking yourself "I am doing well as a leader lately" lately, it is probably time to face some difficult truths that determine whether you will succeed in your role as a manager. Here are four of them:

1. You cannot be a good manager if you do not inspire confidence

Looking in the mirror, every leader must ask himself: "Does my behavior inspire confidence in others?" If you want to elevate your management skills to a higher level, confidence is the first step on the ladder on which successful leadership is built. The trust between the manager and his employees depends on every aspect of employee performance – from productivity to creativity. The lack of trust, in turn, is detrimental to any team, no matter how knowledgeable and capable its members are.

Trust cannot exist without several key elements: transparency, accountability, sincerity, acknowledgment of mistakes and subsequent correction. So focus your attention on these aspects of your behavior and don't make your employees regret the faith they have put into you.

2. It is the leader's job to serve others

"I'm in the business of developing people – people who are stronger, healthier, more independent and more competent. In the meantime, we create and sell things that we make money from to make it all possible," writes Robert Greenleaf in his essay *The Servant as Leader* in 1970. Read about **Personal development management** on BVOP.org

If you are unfamiliar with the idea of a "servant leader", it is generally based on the idea that good leaders pay more attention to the success of their employees than to personal achievements. In them, the ego remains in the background.

The Washington Post writes that the "servant leader" is loyal, emotionally intelligent and strongly committed to the lives of his subordinates.

3. Good managers take off their masks

Some people just like being a manager by nature, though sometimes it may be expensive. That said, an experienced venture capitalist turned coach, Jerry Column, also known as the CEO Whisperer. In his new book, *Reboot: Leadership and the Art of Growing Up*, Column explains how valuable and at the same time challenging to learn is good self-knowledge.

"We are masters of self-deception. Most of us start to get an illusory picture of reality as soon as they tell some lie to others. We wear masks

that present us to people in the way we want to be seen, and at the same time, we hide our true selves. If you want to be a leader, you have to take off your mask," says Column.

4. Good managers help others walk the road to success

"How can I help you?". This is the most important question a leader can ask his subordinates.

Calvin G. Butler, Jr., CEO of Baltimore Gas and Electric, embodies this philosophy.

"As a manager, I set the strategy, select the most talented people, and provide them with the resources and opportunities they need to do their job the best way they can," Butler says.

Author

Robert James

Posted on

January 5, 2020