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# MANAGEMENT SKILLS LEADERS NEED TO LEARN



# Build Relationships

Managers are in a position to create powerful partnerships through a large network that individual contributors don't have. They build trust, share ideas and accomplish work.

# 2

## Develop People

When there's not time to develop, take the "develop through work" perspective, which allows you to incorporate development into essential tasks. Then, you can help others become more effective by leveraging their strengths, setting clear expectations, and coaching.

# 3

## Lead Change

Change inspires some while discouraging others. Managers are responsible for translating the meaning of change to individuals on their teams. Managers need to embrace change and set goals that aligns the team to the new vision.

# 4

## Inspire others

Managers naturally inspire people. But recognizing others and generating positivity is even more important now. Your job is to encourage people through positivity, vision, confidence, challenges and meaningful recognition.

# Think Critically



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You are the information hub, passing knowledge from the organization to the individuals you lead. But it's also your responsibility to bring your team's questions and concerns up to leaders. Gather and evaluate information that leads to smart decisions.



# Communicate clearly

Frequent manager-employee conversations are key to employee engagement. Getting communication right is one of the hardest parts of managing. Communicating, really communicating, is an art. It takes practice.



# Create accountability

Think of accountability as engagement and ownership. When people are engaged with their work, they feel accountable to others and to themselves. When they own their work, they take responsibility for the outcome.



Q: What other management skills would you add to lead teams in the current business environment?

Please share in the comments 📍