

Managers?!

There are several reasons why many people experience mediocre managers:

1. Limited leadership skills: Not everyone who ends up in a leadership position has the necessary leadership skills, such as communication, decision-making and conflict management.
2. Promotion based on seniority: Sometimes people are promoted to management positions based on seniority or technical skills, without proper management training.
3. Lack of Training: Many organizations do not provide sufficient management training to their executives, leaving them ill-prepared for their roles.
4. Poor corporate culture: A negative corporate culture can make it difficult for managers to be effective or make positive changes.
5. Lack of feedback: Managers do not always receive enough feedback to improve their performance, leaving problems unresolved.
6. Complexity of Management: Management is a complex task with many responsibilities, and even good managers can struggle with the many challenges it presents.

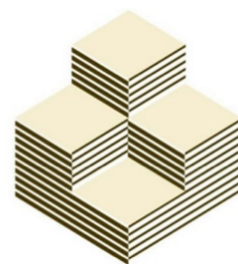
People also often choose a manager role to advance their own careers. That's the worst reason to become a manager, because it's a selfish reason. Before you know it, you're stuck with managers who think they don't have time to invest in teams because they're too busy managing upwards. Meanwhile, they push teams without respecting the limits of people's workload and claim team success instead of encouraging it. This type of manager competes with fellow managers and teams rather than working together. They are also unlikely to invest in the future of the organization as their focus is limited to the time required for their next promotion.

It is very important for organizations to invest in leadership development and ensure that managers receive the right support and training to become effective leaders.

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