



# **Four Steps to Middle Manager Development**

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## Four Steps to Middle Manager Development

Some newly-promoted middle managers default to supervising.

Or worse, to micromanaging.

I love to work with middle managers who struggle with their leadership roles:

- They really want to improve and succeed
- They are ready to learn
- They are motivated

Here's what I do to guide middle managers on the path to leadership:

**ASSESS** - I use two excellent behavioral and attitudinal tools, PLUS my intuition and experience, to:

- Determine strengths, areas of growth
- Identify behaviors, management style, influencing style
- Decide if management is the right path for the candidates

**SET GOALS** - Meet one-on-one to set SMART goals (specific, measurable, attainable, realistic, time-limited). This is a great opportunity to start building a relationship and trust with your manager, by being open and genuine. They need to get to know you also!

**COACH** - Individual and group sessions to:

- Create self awareness, increase leadership traits such as empathy, curiosity, interest in others
- Demonstrate that you DO care about the manager's professional and personal development
- Help the manager to discover what might be holding them back from success in their new role, then work through those barriers, let them explore their leadership style

**PROFESSIONAL LEARNING** - Training for new skills and honing existing ones:

- Communication and active listening
- Effective feedback
- Conflict resolution

Your middle managers are a key link between the front line workers and top leadership.

Helping them to succeed in their new role is my work passion.

They are worth it!