

ARE THEY (or you) MANAGING OR MANGLING?



Is This You?

Are your managers managing or mangling? When managers can't or don't manage effectively it causes a loss of credibility far beyond their direct reports. Their peers, your clients and even vendors see this and shy away from them and the company. Sometimes critical voices are raised which causes morale to fall. It's a downward spiral. We aren't so sure that incompetent managers are as bad as you might think. It is possible to extend the life of a manager through support and training.

Is your company or organization frustrated by lack of productive communication? Many organizations lose time because their members and employees don't communicate effectively. Technology today is supposed to support us and create better communications. What often happens is we rely on email and memos, etc. and lose the ability to communicate one on one effectively. We even end up alienating our people.



Keynote and Workshop Topics

- ◆ *The Road To Success Is Paved With Indecisive Squirrels!*
- ◆ *Don't Hire The People You Like — Hire The People You Need!*
- ◆ *Blue Collar Managers — It's What's Above The Collar That Counts!*
- ◆ *You Might Be Better Off With Two Tin Cans and a String!*

A graduate from the School of Hard Knocks, Bart comes from the rice fields of Louisiana through the oilfields of Texas. He has worked in some of the toughest industries around and lived to tell about it.

Bart is author of "Managing or Mangling —A Brief Plea to Executives for Sanity in Management" and is creator of Blue Collar University®

Bart works with OWNERS and MANAGERS to simplify their businesses. Most of his hair loss came from years of attempting to figure out how to achieve what others wanted when they were not clear on it themselves. Bart has managed, mangled and been managed and mangled by some of the most skilled and creative people around. When he started his consulting practice in 2005 Bart vowed two things — Stop the spread of pain in manglement and keep it simple!

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YOU MIGHT BE BETTER OFF WITH TWO TIN CANS AND A STRING!

We all know someone whose life mission is to make us mad. We shake our heads, stamp our feet, munch on antacids and bury our heads in the sand and hope the situation will resolve itself. It never does. What to do? In this talk we look at the individual from a clearer perspective. We look at

We look at:

- ◆ How words are the smallest part of communication and what we can do about that.
- ◆ What we can do to better understand the situation and come to some resolution on it.
- ◆ Why do people act that way? How can I get them to pay attention to me?
- ◆ What really irritates us about them? Is it how they do things or the results of those actions that don't fit well?

DON'T HIRE THE PEOPLE YOU LIKE - HIRE THE PEOPLE YOU NEED!

Have you ever experienced this, "The person I interviewed on Friday is not the person that showed up on Monday?" Why is it that their resume looks good, their clothes fit and they don't talk like they have a mouthful of mush, but don't seem to accomplish their work? Because interviewees are chameleons!

We look at:

- ◆ Why we liked them - which is why we hired them - and it all begins with us!
- ◆ How people adapt during interviews.
- ◆ Tools to use to get a clearer picture of who they are.
- ◆ And we "let the job talk" and tell us what kind of person we need beyond a clean resume and background check.

THE ROAD TO SUCCESS IS PAVED WITH INDECISIVE SQUIRRELS!

Have you, the leader, created a crystal clear vision for your company? Have you then communicated that vision to the rest of your people? If you haven't, then be prepared to clean up a lot of road kill on the way to...um, where was it you were going?

We look at:

- ◆ A strong vision alone won't get you there - you may see the other side of the road but how do you cross it?
- ◆ People love to help others, including their bosses. How can you help them help you?
- ◆ How answering five questions in a One Page Business Plan® can help you and your people get across the road!

BLUE COLLAR MANAGERS - IT'S WHAT'S ABOVE THE COLLAR THAT COUNTS!

Promoting managers from the work force or taking them out of the field or warehouse, presents a unique set of challenges. It is also a gamble. You want to promote them because they know the technical aspect of their work, they understand the clients' needs and the crews' attitudes. What we need to understand is how their view of those same criteria changes as they become management.

We look at:

- ◆ How their environment changes beyond the physical.
- ◆ How to support them for success.
- ◆ What not to do during the transition.

"Bart is one of the most genuine people you will ever meet. He speaks from the heart and will tell you like it is. Spend five minutes with Bart and you know he cares deeply about his work and about you and your success." - *Steven Greenwell, Director Product Management - Investment Management Services - Charles Schwab & Co.*

Bart is skilled at creating group interaction and making sure that everyone in the group accomplishes something tangible. *Pat Reagan – Reagan Management Services, Inc.*

I have known Bart for many years now and I am still impressed by his ability to work with audiences on their level. His use of humor and stories leaves concrete ideas in the participants' mind. People come away from his talks having more than listened - they've learned. *Duane James - Author of "And The Band Stopped Playing"*

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