

Are you moving your managers up and then moving them out?

Would you rather keep your managers and the money it costs to replace them?

Managers that are promoted from within face many challenges, especially if they haven't ever managed before. People get promoted for several reasons – they're great with the client, great with the crews, have great technical skills, great at sales and may even have good communications skills. Yet they quickly begin to flounder in their new position. New managers need a different skill set, a different set of tools. Without the new skills and tools everyone even remotely connected to the situation is stressed out. Nothing is being done and no one knows what to do.

What would it look like if the new manager actually managed?

What if the manager actually performed to expectations? Would people be more productive? Would you keep more of your intellectual capital around? What would it look like if your managers worked with each other and the employees? What if everyone not only understood but pretty much agreed on what was required and they had the tools to accomplish it? Maybe a little less stressful, a lot less disruptive, and much more cost effective.

Why does this happen?

Executives and managers don't often realize that every time someone moves up in an organization the skills and talents required to be successful at the next level change. It is assumed that because a person is great at what they do on one level they should be great at the next level. People are promoted for no other reason than they are liked or there is a spot to fill in a hurry. **If they fail at the new position they are called incompetent. This is often NOT the case!** This is especially true if they are new to management. The effects can be far worse if *their* manager, knowledgeable though they may be, doesn't have the time, capacity or resources to train their managers.

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What's the solution?

To help a manager succeed they need more than technical skills...they need new business and communications skills. They need them in a format that is quickly implemented. They need to get up and running relatively quickly with tools that make sense for where they are in their business.

Maverick Business Advisors, Inc. can help. We work with managers that have great technical skills but are lacking those needed managerial skills or just need a little boost. They need business skills such as planning and communications to mention a few. With 30 years in management and supervision, we have experienced their pain, and developed solutions to make this transition less costly and more effective. We can help your organization by training individual managers or teams of managers. The real success happens when they are all on the same page.

Two free resources- To learn more about what the new manager faces go to my website to get a FREE copy of a chapter from my Executive Briefing "Are They Managing or Mangling?". The articles are "The Petered Out Principle" and "The Person I Interviewed on Friday is NOT the One That Showed Up On Monday". You can also ask for information about the "90 Day Manager Support Program" or more information on helping you select the right person for the right job.

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