

MANAGERS AS LEADERS

Moving from
'Managing' to 'Leading'

nmc QC - Chennai

Agenda

- ▣ Differentiate between Managing & Leading
- ▣ Strategic Leadership model
- ▣ Fractal Journey: Stances of Life
- ▣ Leading Winning Teams
- ▣ Building Consensus
- ▣ Situational Leadership
- ▣ Leading Change
- ▣ Goal Setting & Action Planning

The Only Suggestion !

- ▣ When you hear an idea, thought, opinion or argument in this class that may be different from whatever you thought or believed until now, without rejecting, be willing to hold it in your mind for the duration of this course.
- ▣ Lastly examine it, reflect on it with an open mind, seek clarification and express your own opinion about it in the class.

Emerging State of the Market

- ▣ Continuous & accelerated change in environment
- ▣ Treaties and Legislation: Worldwide effect
- ▣ Customization of products for end user
- ▣ Threat of economies of scale & financial power of MNC's
- ▣ Implications of greater focus on environmental protection
- ▣ Shorter lead times – concept of saleable product
- ▣ Move from specialization to focus on innovation, alliances & partnerships
- ▣ The life threatening RECESSION

Defining the Levels

- ▣ Vision: Where We Will Be
- ▣ Mission: Why We Exist
- ▣ Goals: What Will Get Us There
- ▣ Objectives: Major Steps We Will Take
- ▣ Strategies: How We Will Go about Doing This
- ▣ Tactics: Who Will Do What by When
- ▣ Roles: Ownership of Tasks
- ▣ Relationships: People Working for a Common Goal

Manager or Leader

1. Administer
2. Innovate
3. Focus on Systems
4. Focus on People
5. Rely on Control
6. Build Trust
7. Short-Range View
8. Long-range View

1. Eye on the Bottom-Line or Horizon
2. Ask "How and When"
3. Ask "What and Why/"
4. Accept Status Quo
5. Challenge Status Quo?
6. Good Soldier
7. Risk Taker

Crossing the line from Management to Leadership

▣ Operating Manager

- ▣ Administrator
- ▣ Is a copy
- ▣ Focus on systems
- ▣ Relies on control
- ▣ Short-range
- ▣ Eye on bottom line
- ▣ Asks how and when
- ▣ Accepts status quo
- ▣ Classic good soldier
- ▣ Does things right

▣ Strategic Leader

- ▣ Innovates
- ▣ Is an original
- ▣ Focus on people
- ▣ Inspires trust
- ▣ Long-range
- ▣ Eye on horizon
- ▣ Asks what and why
- ▣ Challenges status quo
- ▣ Is own person
- ▣ Does the right thing

Task Behavior of a Leader Manager

Goal Setting
Organizing
Establishing
Directing
Controlling

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Relationship Behavior : Socio-emotional Support

- ❖ Giving support
- ❖ Communication
- ❖ Facilitating
- ❖ Active listening
- ❖ Providing Feedback

Leading Change

Lead From The Middle Through Multi-directional Team Leadership

Prioritize And Delegate Effectively

Coach Associates Toward Improved Performance

Communicate More Effectively Throughout The Organization

Practice Integrated Planning And Goal Setting

Build Productivity By Focusing On Effectiveness And Efficiency

Create And Sustain A Thick Culture Of Leadership

Develop Your Individual Leadership Style

Enhance Performance Through Methodical Problem Solving

Become A High-result Follower

EFFECTIVE TRAINING PROGRAMS FOR MANAGERS

With today's technology, offering a variety of management training has become ever more cost effective.

In-house training is vital. And if you retain the right vendors or design it properly in-house, our training can be customized to your organization and organizational culture.

Depending on the topic, live training with an in-class instructor or facilitator will give you more satisfaction and cost effective.

But regardless of the method you choose, committing to an effective management training program can result in tremendous cost savings.

nmcqc can offer you the best in class.