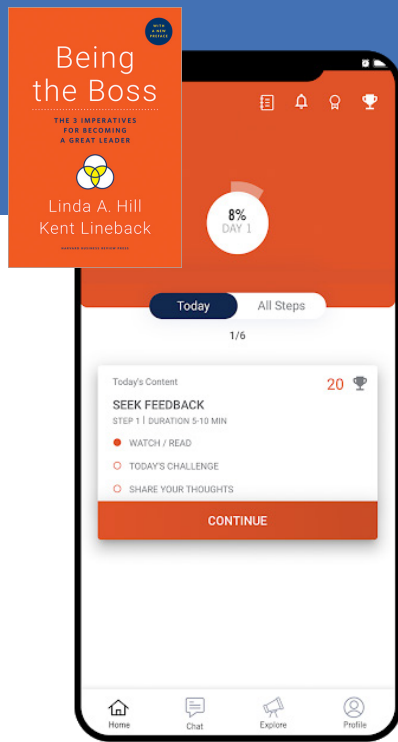


SOLUTION OVERVIEW

Being the Boss

A mobile learning journey that inspires and guides leaders to greatness



Linda Hill's popular management classic **Being the Boss** is the foundation for Harvard Business School's high-potential program. Dr. Hill is a world-renowned expert on leadership recognized as a top management thinker by Thinkers50.

Make every manager into a great boss

*How successful could your organization be if all your managers weren't just good, they were **great**?*

In her decades of research, Linda Hill discovered that few organizations have great managers. She also learned that even talented, well-intended managers can sometimes derail. This lack of improvement is costly to organizations. Poor management is the leading cause of employee turnover. According to Gallup, **75 percent** of the reasons people quit come down to their managers.

The culprit is not complacency or organizational failure—it is a lack of understanding of how to get better. Even senior leaders ask themselves, “Am I good enough?” or “Am I ready?” Our program has distilled **3 critical components** to help leaders answer those questions and make a difference in their organizations.

Program objectives:

In just 45 days, managers will develop key habits on their journey toward being a **great boss**, structured around **The 3 Imperatives**:

Managing yourself

- Become self-aware and build emotional connections with others
- Build trust
- Share authority often and generously
- Become a powerful advocate for your team

Managing your network

- Understand how your organization really works
- Avoid being a powerless boss
- Expand your web of influence
- Create a powerful coalition with your boss

Managing your team

- Align your team with your organization's purpose
- Establish a “we” culture and clarify your team's rules of engagement
- Leverage your team's strengths
- Develop your team, both as a group and as individuals

The 3 Imperatives



PARADOX[™]
STRATEGIES



Being the Boss

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PRAISE FOR BEING THE BOSS & THE 3 IMPERATIVES

"Being the Boss realistically characterizes the complexities of the manager role in the twenty-first century...Today's managers will find this work compelling and a practical addition to their toolkit."
Chief Talent Officer • Pfizer, Inc.

"The model of managing self, network, and team is a great way for new and experienced managers to break the overwhelming task of management into understandable, digestible pieces. A terrific resource for managers to get started — and to get back — on the right track."
Vice President, Human Resources • Pixar Animation Studios

"If you have your mind and heart set on becoming a world-class leader, this book will prove an ideal companion — part compass, part toolkit — as you work your way through the everyday struggles of management."
Senior Vice President, Corporate Human Resources • Bertelsmann AG

PARADOX™
STRATEGIES



The Being the Boss approach

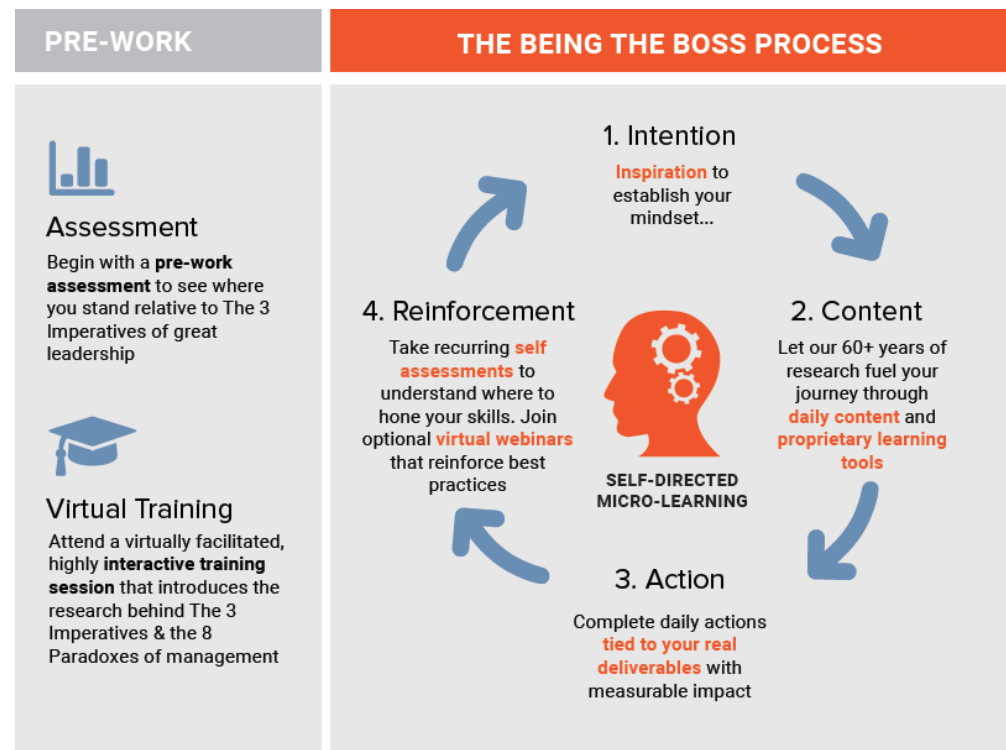
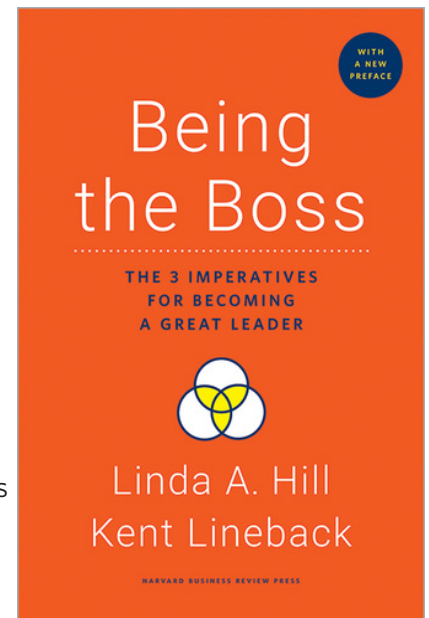
From the widely acclaimed book *Being the Boss* by Linda A. Hill, Harvard Business School professor and researcher, comes a mobile experience to train managers in *The 3 Imperatives* of great leadership.

Backed by more than 30 years of continuous research, the *Being the Boss* learning journey contains quick bites of content, tools, and inspiration, alongside a community to facilitate knowledge sharing and accountability.

Being the Boss turns professional development into a habit that builds upon itself day after day. This active learning process has been **proven to boost information retention by more than 50%** compared with traditional workshop methods. Leveraging the breakthrough **1st90** platform, Hill's extensive research has been applied to 18 specific action steps managers carry out over 45 days. The method is not only convenient, but also enjoyable, with a **net promoter score of 97%** among early adopters.

Target audience

Help any leader transform, from emerging managers unsure how they can become great to senior leaders who want to reawaken their best selves or re-ignite their passion.



The *Being the Boss* learning journey is available from [Advantage Performance Group](#) in partnership with 1st90 and Paradox Strategies.