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
SOLUTION OVERVIEW

Being the Boss

A mobile learning journey that inspires and guides leaders to greatness

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

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.

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<th>PRE-WORK</th>
<th>THE BEING THE BOSS PROCESS</th>
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| Assessment
Begin with a pre-work assessment to see where you stand relative to The 3 Imperatives of great leadership |

Virtual Training
Attend a virtually facilitated, highly interactive training session that introduces the research behind The 3 Imperatives & the 8 Paradoxes of management

1. Intention
Inspiration to establish your mindset...

2. Content
Let our 60+ years of research fuel your journey through daily content and proprietary learning tools

3. Action
Complete daily actions tied to your real deliverables with measurable impact

4. Reinforcement
Take recurring self-assessments to understand where to hone your skills. Join optional virtual webinars that reinforce best practices

The Being the Boss learning journey is available from Advantage Performance Group in partnership with 1st90 and Paradox Strategies.