Make every manager a great one

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 leader, 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
for becoming a great leader

The 3 Imperatives 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 3 Imperatives learning journey contains quick bites of content, tools, and inspiration, alongside a community to facilitate knowledge sharing and accountability.

The 3 Imperatives 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 3 Imperatives learning journey is available from Advantage Performance Group in partnership with 1st90 and Paradox Strategies.