

## Solutions Article 2

### Do You Have What It Takes to Manage Your People Effectively?

Not everyone is a natural born leader and manager – for some people it takes a little more effort than other. But we can all learn how to manage people successfully and develop the appropriate leadership skills that will direct a company to achieve its vision.

Today's business world demands a people-oriented business. Managers who prioritize their relationships with their team and who focus on their people are far more effective in motivating their team and building company loyalty.

#### What's Your Management Style?

How would you categorize your management style? Are you consistent without being too rigid? People-oriented managers make the decisions but they are known for easily accepting and inviting input from others.

They also make plans and schedules as a part of achieving goals and steadily plot the course with their team until they reach their goals together. Another important aspect of a people-oriented management style is sharing information such as important executive decisions, financial statements and company goals.

#### Learn to be a People-Oriented Manager

Extroverts have an easier time managing people because they naturally enjoy people, and management is a people skill. But even those of us who are less than extroverted can learn to be people-oriented managers.

Trying new things and admitting your mistakes without apologizing for trying is one of the first steps. That's a policy to be maintained throughout your management career. Maintaining confidence in yourself and your abilities is also an important principle of management success.

Remember to be honest and straightforward with team members. Even though there may be times when it's resented or unwanted, in the long run it helps build credibility, trust and respect for your integrity.

#### Support Your Team

Remember that as the leader, you are the key to shaping and creating the culture of your organization. When you prioritize your people's needs, they prioritize yours. The boss who notices a distraught team member and makes a point to mention it or talk through it and work around personal problems are likely to benefit from happier and more focused team members.

Imagine a team member who is distraught over a child's serious illness. The boss who demands all employees keep to a rigid schedule, maintain attendance through busy times and meet a certain quota is not likely to be as successful as the boss who supports the team member by being flexible about schedules or helping find support resources for the member outside of work.

#### Solutions at a glance...

- Identify your management style
- Learn to be a people oriented manager
- Support your team