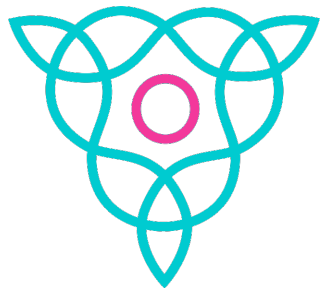


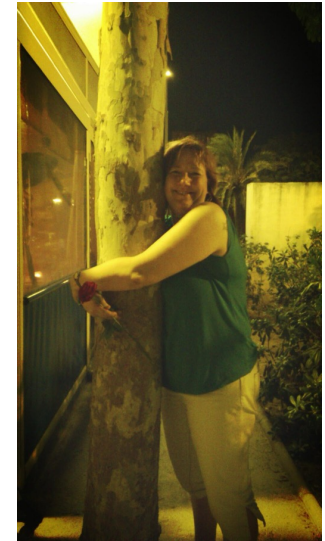
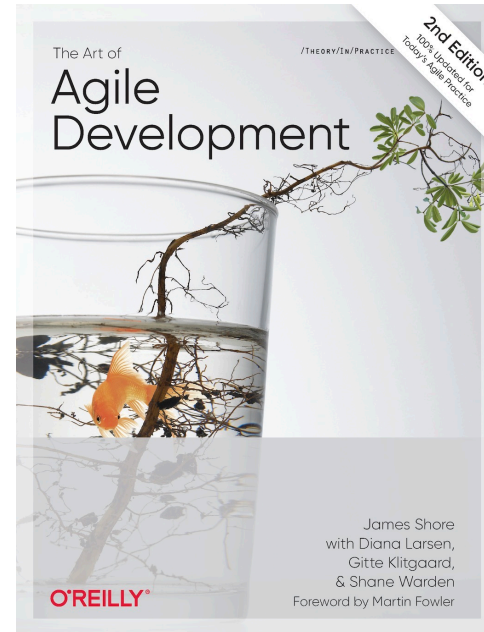
We need more managers

Gitte Klitgaard

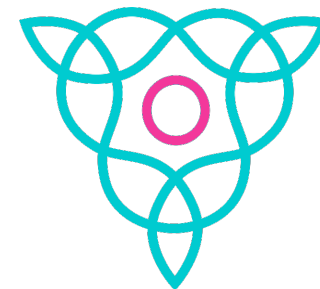
Native Wired

Devlin, October 2024



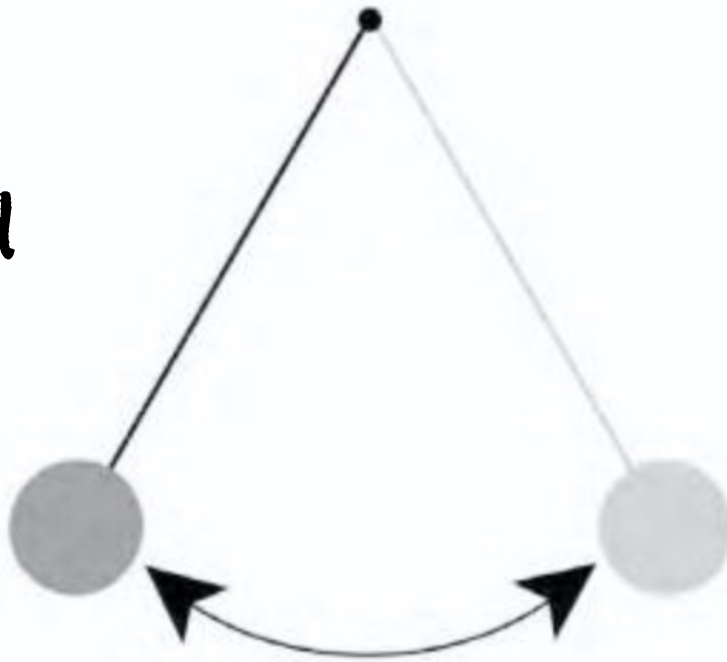


Pronouns: She/her



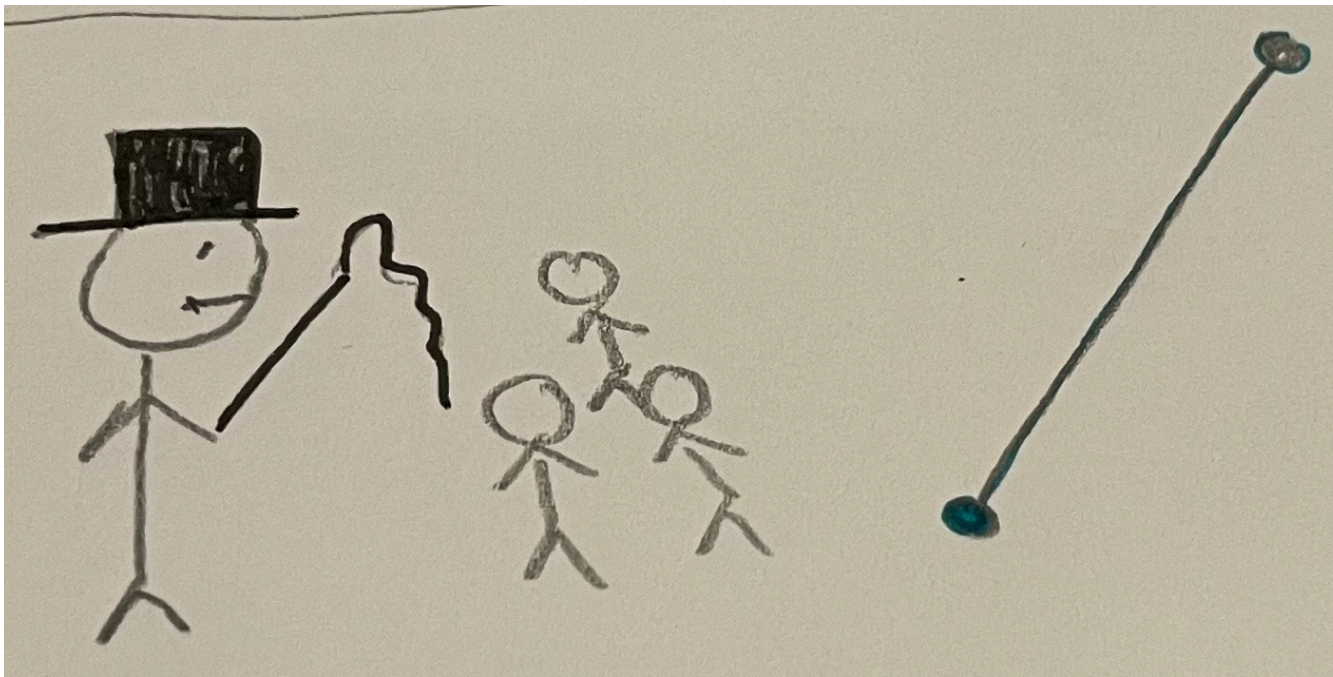
@nativewired.bsky.social

Old-fashioned



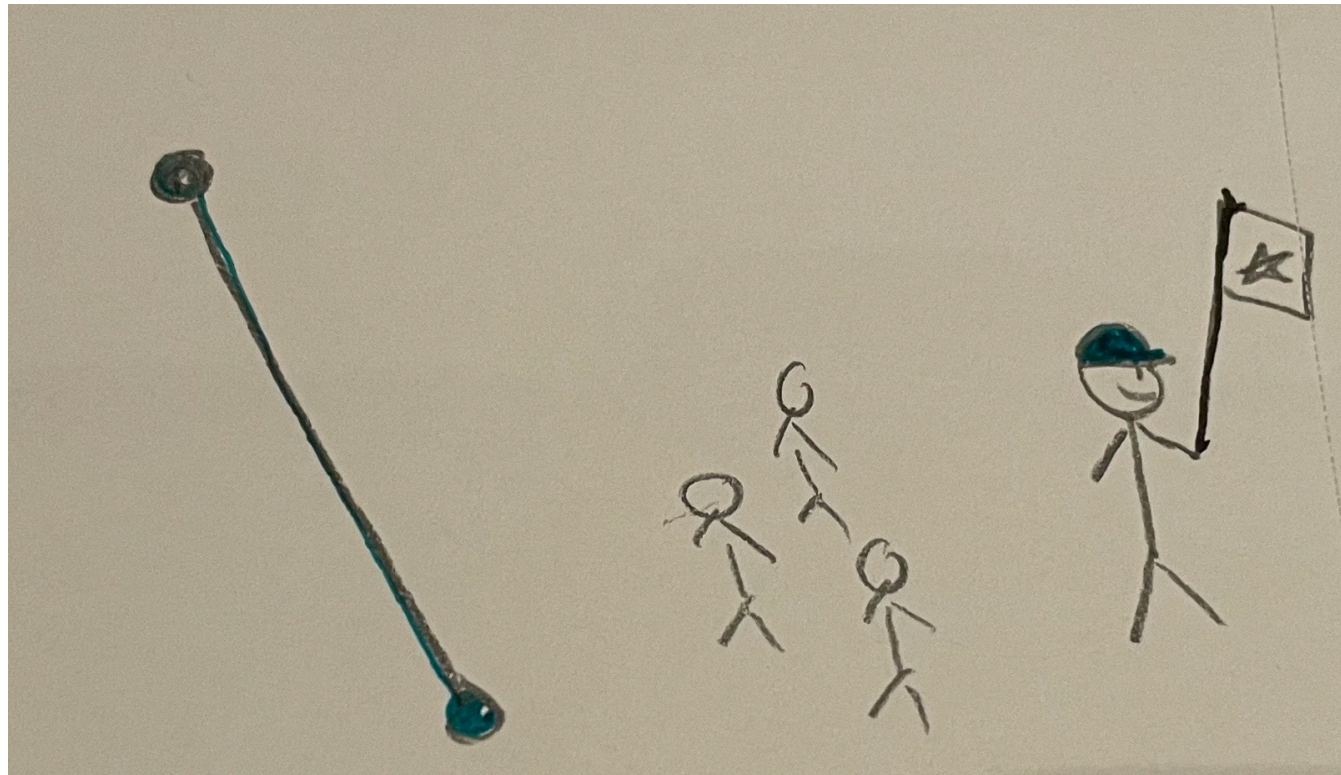
Modern

Managers



**Waste
Overhead
Controlling**

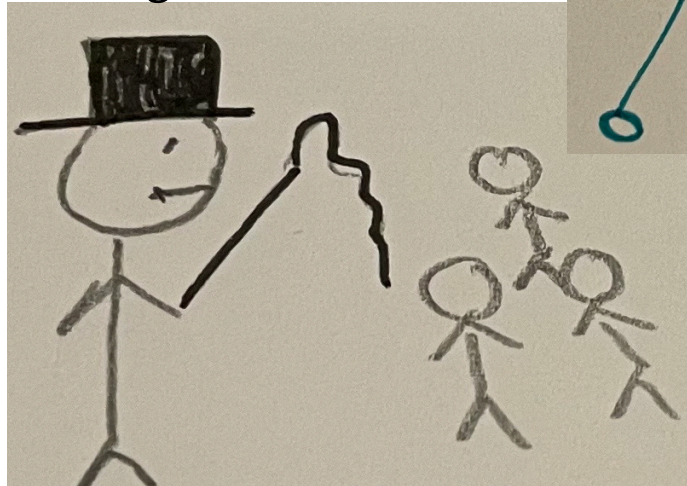
Leaders



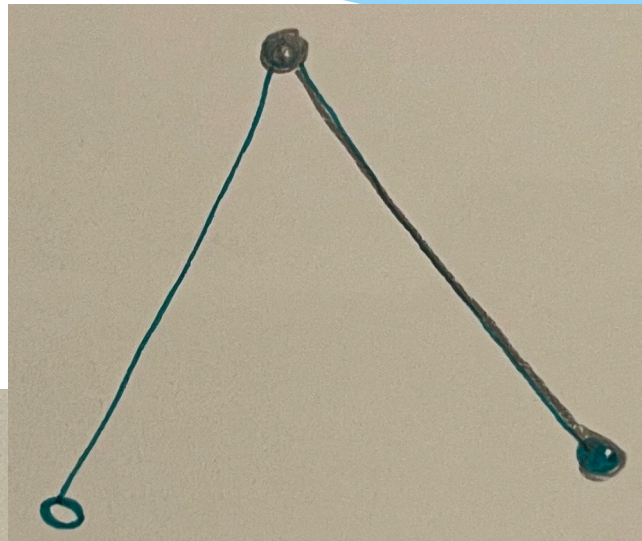
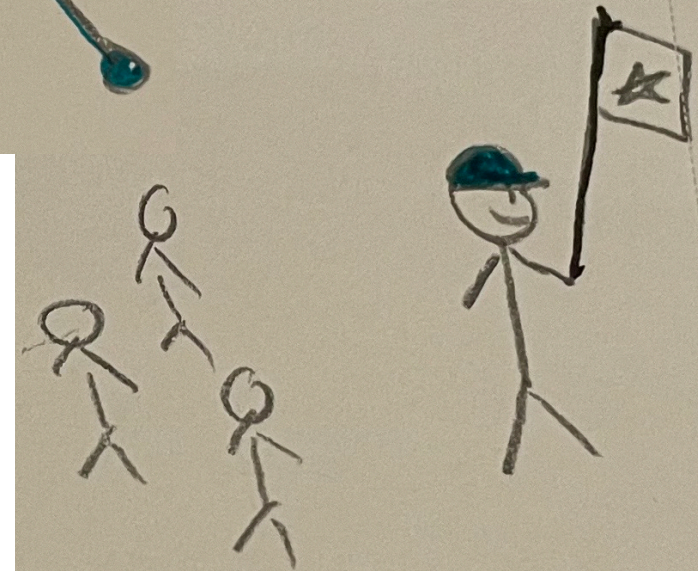
And yet...

We sometimes swing

Manager



Leader



But why do we need managers?

Managers play a part

The Role of the Manager in Worker Wellbeing and Organizational Performance

Managers account for 70% of the variance in team employee engagement.

01 Managers have more negative daily experiences than non-managers and are more likely to be looking for a new job.

02 Across countries, when managers are engaged, employees are more likely to be engaged.

03 In best-practice organizations, three-fourths of managers and seven in 10 non-managers are engaged

When organizations increase the number of engaged employees, they improve a host of organizational outcomes, including profit, retention rates and customer service.

Europe

Employee Engagement

ENGAGED

13%

NOT ENGAGED

72%

ACTIVELY DISENGAGED

16%

Life Evaluation

THRIVING

47%

STRUGGLING

49%

SUFFERING

4%

Daily Negative Emotions

Emotions experienced during a lot of the previous day

STRESS

37%

ANGER

15%

SADNESS

17%

LONELINESS

14%

Job Market

JOB CLIMATE

Good time to find a job

57%

INTENT TO LEAVE

Watching for or actively seeking new job

32%

Let us not get rid of all the things



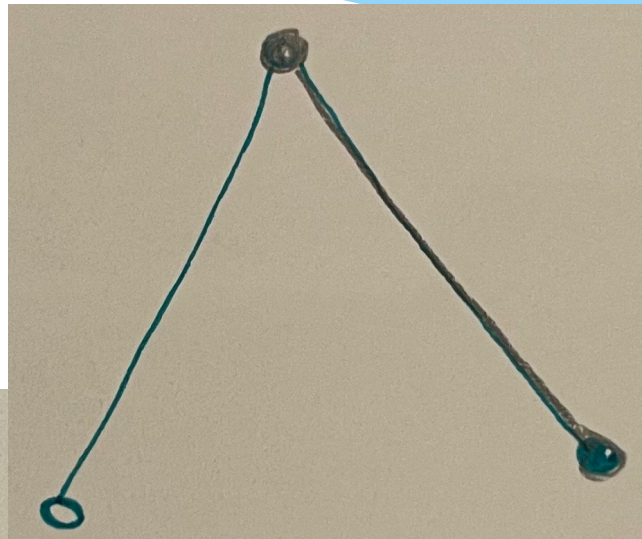
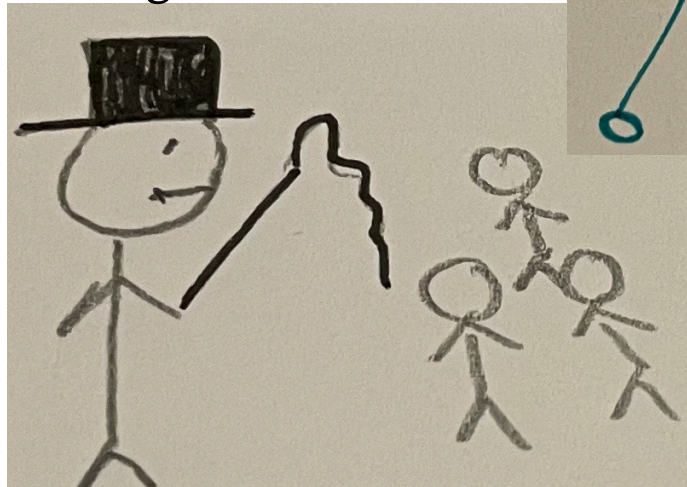
Managers are okay
What they do might not be

Managers and responsibility

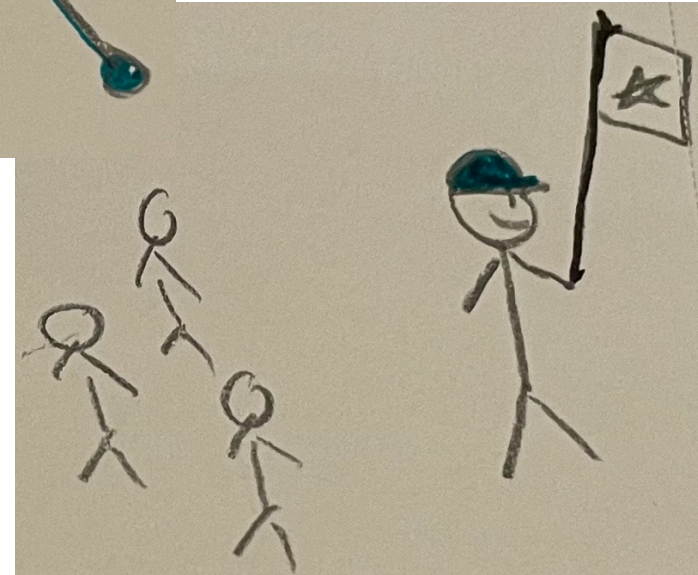
- * Responsibility towards the organisation
 - * Enable people to do great work
 - * Manage the system
- * Responsibility towards their reports
 - * Create a good workspace
 - * Support people
- * Responsibility towards themselves
 - * Take care of themselves
 - * Reflect and grow

We need stuff from both

Manager

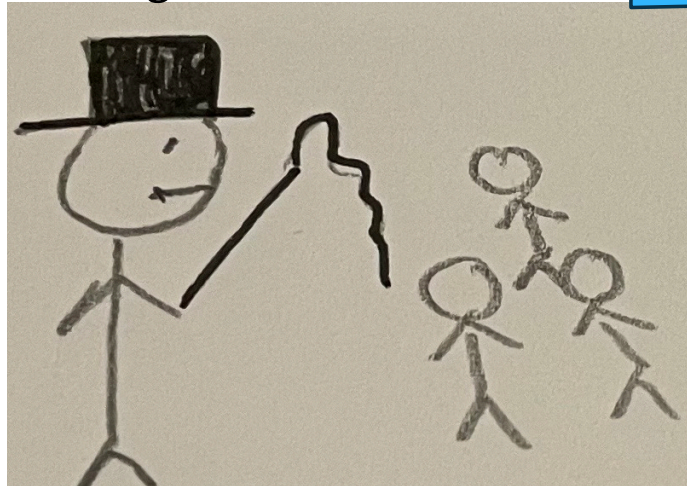


Leader

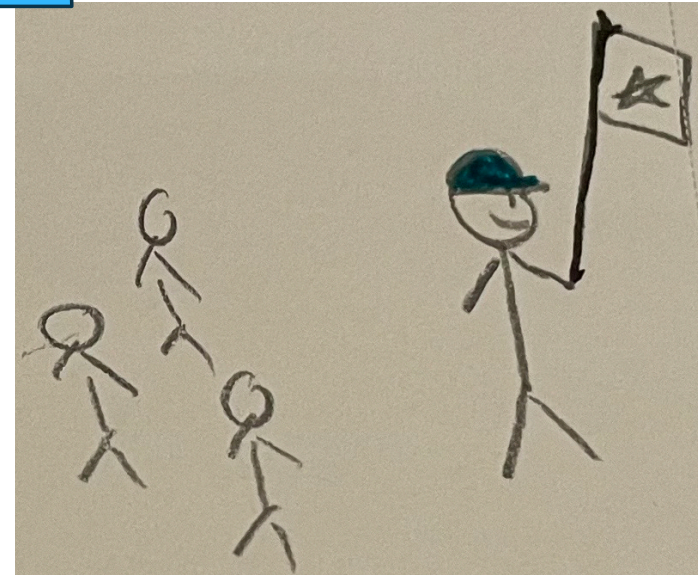


We need stuff from both

Manager



Leader



Some needed management skills

- * Risk management
- * Conflict management
- * Accountability
- * Firing people
- * Giving feed back
- * Planning
- * Work law
- * Meeting facilitation
- * Setting a direction
- * Setting a frame

Some needed leadership skills

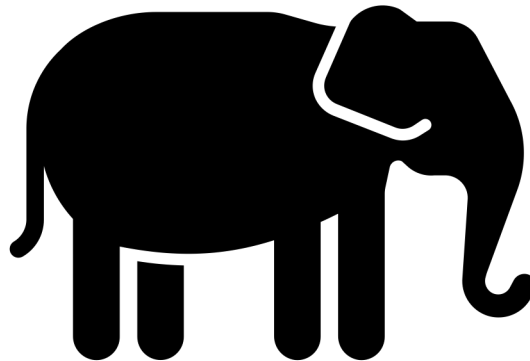
- * Helping people
- * Coaching
- * Having difficult conversations
- * Giving feedback
- * Leading
- * Supporting (teams)
- * Giving feedback

And all the rest

- * Kind vs nice
- * Expectations
- * Understand systems
- * Having empathy
- * Saying no
- * Self-leadership
- * Self-care
- * Being vulnerable
- * Being accessible
- * Kind vs nice

Nice vs Kind

Everything
is fine



We need to address
the elephant in the
room

Basically managers
need all the things

And they can
all be learned!

But

It requires that

- * Companies see value in this
- * Managers and leaders want to change
- * Trainings and/or mentoring and coaching exist
- * Teams take responsibility
- * Managers have time to learn and grow

Wrap-up

- * Teams need structure and support
- * The workforce is struggling
- * We need managers
 - * Good managers
- * Management skills are real
- * Leadership skills are real
- * And that is not even enough
- * These things can be learned

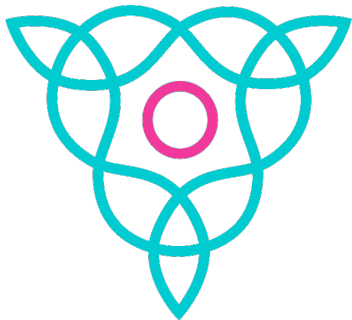
- * Be kind – also to yourself



Mummy by my friend Jakob Wolman

I love connecting

<http://www.nativewired.com/>



Looking for a workshop or a talk?

Thinking about getting some leadership coaching and guidance?

Want to be coached?

Have an organisation that could use help?

Anything else I can do for you?

Get in touch 😊



gitte.klitgaard@yahoo.dk

 **Bluesky**

[@nativewired.bsky.social](https://bsky.social/@nativewired)

Linked 

dk.linkedin.com/in/gitteklitgaard/

Links

- * **Gallup State of the workplace**

<https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

Global Summary

Boxed numbers indicate the percentage-point change from 2022 to 2023.

Employee Engagement

ENGAGED

23%

NOT ENGAGED

62%

ACTIVELY DISENGAGED

15%

Life Evaluation

THRIVING

34%

STRUGGLING

58%

SUFFERING

8%

Daily Negative Emotions

Emotions experienced during a lot of the previous day

STRESS

41%

ANGER

21%

SADNESS

22%

LONELINESS

20%

Job Market

JOB CLIMATE

Good time to find a job

54%

INTENT TO LEAVE

Watching for or actively seeking new job

52%

Some Swedish numbers

- * Engagement 35%
- * Daily stress 37%
- * Thriving 70%
- * Daily anger 10%
- * Daily sadness 13%
- * Thinks the job market is good 67%
- * Have intent to leave job 34%