Whether your technical expertise is in engineering (like mine), law, finance, technology or science, we technical folks don’t have good reputations as managers. When a technically accomplished person is promoted into management, suddenly the old skills that made us successful are not as relevant.

I’ve seen technically talented managers become perplexed by people issues, stymied by office politics and mystified by seemingly illogical decisions made by ‘management’. You don’t have to be perplexed, stymied or mystified. Here are the top ten skills I learned the hard way when I became a manager. And now, these skills are the topic of ten interactive webinars complete with a live event, a recording of the webinar, worksheet, and supplemental articles to support your learning. You can eliminate the frustration by learning from my mistakes, so your management competence matches your technical competence.

1. Know Your Staff: Know Their Superpowers and How to Use Them
You know your subject area and your projects but, to be successful, you also need to know your staff. You need to know who gets work done and how they do it so you can match their superpower with organizational needs. It can take months or years to learn their unique skills and you don’t have that kind of time. In this interactive webinar you’ll learn four types of staff, their superpower of each and how to apply them in your organization. You’ll walk away with practical applications that will immediately enhance your productivity and relationship with your staff.

2. Know Your Style: Do You Know Your Strengths and Communication Style?
The world needs technical professionals like you to make life better for us all. But your contributions won’t come to life without working effectively with others and that requires you to manage how you show up at work. It’s time to see yourself clearly and honestly. When you do, you’ll be able to put your personal communication style to its best use, AND you’ll recognize when that same communication strength gets in your way. In this interactive webinar, you’ll discover your go-to strength and your natural communication preferences. You’ll uncover the filters that color your world and the stuck stories that block your progress. You’ll leave with a deeper understanding of your style and how it makes you great and how it holds you back. In both cases, you’ll walk away with tools to manage yourself so that you have the impact you want in the world.

A happy boss makes a happier day at work more likely. What can you do to help your boss have a better day? You can make a sincere effort to get to know her interests, personality and communication approach. The approach that works for one boss is not likely to work for another. This interactive webinar walks you through five areas to consider about your boss such as his communication style, her personal interests, and his power position. You’ll uncover more about your boss than you thought you knew. And, you’ll learn to apply it to make her day and yours easier and more effective.

4. Know the Influencers Who Impact Your Effectiveness
Regardless of position, there are people inside and outside the organization who count. They hold an unusual sway over the trajectory of your agency, office or unit. Do you know who they are? And, do you know their interests? If not, you risk wasting time and energy on strategies that don’t stand a chance. It’s time to bring these forces you’re your awareness. These influences are about much more than just the data. For example, who influences your boss inside and outside the organization? Who enables your agency to exist like a big client or legislators? Who are the influential people in your industry who sway opinion? Take time during this interactive webinar to think about the six influencers outside your organization that impact its trajectory. Who do you need to get to know? Do they know you? They will, after this webinar.

5. Know the Factors Other Than the Data That are Influencing Organizational Trajectory
If you think you are in control of your organization’s trajectory, you’re wrong. Forces and trends exert pressure every day to move and sway activities, planning and positioning. Are you consciously watching and considering these factors? Through this engaging webinar, you’ll examine political, societal, technological and other trends and their impact on your organization so that you bring this insight into your leadership.
Know the person who can get things done in the office

There is someone in the office who is a skilled networker and sleuth. She knows everyone! This person has informal power and knows where the bodies are buried. Everyone probably owes him a favor. He will know about birthdays, anniversaries, family illnesses, and staff worries, hopes and fears. Because of these connections, he will have an uncanny way of getting things done. Have you thought about that super-connected person in your office? It’s time to give this some thought to ensure that you are making the most of this special skill set to accelerate the effectiveness of your organization. Through this tailored webinar, you’ll give this role the consideration it deserves and walk away with a plan to put this person to his/her best use.

Know a Broad Range of Information Sources for Big Decisions

Who do you go to when you need to gather information for a big decision? You go to your most trusted buddies. Your go-to people and respected leaders always have wise input. These are your “usual suspects.” We have a natural inclination to seek information from sources who are comfortable and familiar. But what about the others – that argumentative person, the contrarian who always sees things differently from you and isn’t afraid to point it out, the inquisitor who asks question after pointed question? Chances are good that you avoid them, and it’s time to change that. Through this interactive webinar, you’ll take an honest look at those other voices that are essential if you want to make a sound decision for a tough situation. You need – really need – all those voices, so let’s get them in the mix.

Know Five Steps to Challenge Your Initial Impressions

It is easy to hold onto initial impressions but there is usually more to the story. Whether negative or positive, we throw labels onto people until they stick. Those labels are the products of our judgement and are heavily influenced by our biases and filters. Without awareness, those labels become mental shortcuts that can artificially narrow your viewpoint, restrict opinions and skew your decisions. During this webinar, become aware of labels you create, change those impressions, question your own experience and broaden input. This gives you the insight you need to see past your initial impressions for more informed and balanced decisions.

Know Your Vision for the Organization

As a leader and manager, you need a vision that charts a clear course for your organization and that creates confidence and certainty for the staff. But a vision doesn’t simply show up. You must take action to bring insight into the creation of a vision. Through this webinar, you will consider the “dots” you need to see and connect as you form your vision. And, we’ll look at the essential role that quiet time plays…. yes, quiet time. To move from technical expert to leader, invest in the time to consider your vision so that you lead with purpose and intention.

Know Your Leadership Philosophy

What’s your leadership philosophy? If someone asked you that question, would you know the answer? Like your vision for the organization, your leadership philosophy is your North Star, the rudder with which you steer, the boundary within which you work. Your leadership philosophy guides decisions about investment of time, money and creation of the office culture. What do you believe about leadership? What are the leadership principles that guide your behavior? During this webinar, you’ll examine seven factors that inform the development of your own leadership philosophy so that you leave with more clarity, focus and passion to bring back to your organization.

Learn more and register for the ten-part, interactive webinar series at this link: https://ilinstitute.teachable.com, or email kerry@shelleyrow.com for details.

Contact Shelley Row at the Insightful Leadership Institute to assist you and your staff to grow your skills as an insightful leader.

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