

THE WISH LIST

What I Wish Every Manager Knew

A Knowledge Point Assessment

*“You do not know what you do not know and
you cannot change what you do not see.”*



There are 45 so far.

Consider this a list by which to build your knowledge base. I consider this list *essential* to being an effective and competent manager. If you've been to one of my leadership workshops, many of these concepts will look familiar.

1. Who they are on the inside determines what kind of manager they are on the outside
2. Their natural leadership style
3. That their relationship with their staff (how they treat people) is the number one influencer in the performance of each team member.
4. How people operate
5. Natural wiring (personality type)
6. How the brain works
7. What motivates human (values)
8. Emotional maturity matters and is the number 1 reason for disruptive employees

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9. Measuring is key to getting desired results (Note: everybody get results...they just may not be the ones you want.)
10. Effective performance mgt. ...what that looks like
11. How people develop
12. How to be an effective coach
13. How to build and nurture collaboration
14. Effective leaders are able to look at themselves honestly (not afraid of self reflection)
15. Effective leaders are comfortable in their own skin
16. How to effectively lead a group/team (leverage peer pressure for increase productivity)
17. Difference between a job description and a job competency (or critical success factor)
18. It's all about execution and the ability to get outcomes
19. How generations impact individual behavior
20. How to be respectful – practically (article practical respect)
21. Slight edge matters – it's little things done consistently that goes along way
22. Adequate knowledge of technology DOES increase productivity
23. Consistent success is based in habits
24. Managing their own careers, helps and empowers them to be better managers
25. That it's all about managing self, people, process, things, information and stuff to get better results
26. Know when to let someone go

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27. Know that keeping a disruptive, toxic team member undermines their leadership, motivation and productivity of a team and the financial bottom line of a company.
28. Learning how to think creatively for self and team is an essential skill
29. Got to train their team how to think.
30. Creating/ nurturing team culture actually makes their job easier.
31. Hierarchy leadership in teams is an old school model
32. Most leaders use only a very small percentage of their teams potential
33. How to use the concept of a staff meeting more effectively to develop skills and leadership, train, hold people accountable, increase results, and improve processes with best practices.
34. Hire beyond the job description
35. Be People Wise – know who is safe and who is not
36. Learn how to read people more effectively
37. That the real “trainers” of an organization are not the official trainers, but the managers and supervisors (those who over see that daily performance of employees).
38. Identifying and understanding job functions, skills, etc
39. Personal Power is essential to the effective use of Positional Power
40. The concepts of “writing people up”, exerting “discipline” is old school, command and control leadership concepts.
41. That tight accountability equals higher performance.
42. That without a meaningful consequence most behavior will not change.

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43. That the lack of Eq or emotional intelligence is THE most significant contributor to underperforming and disruptive employees.
44. That everyone has a preferred work orientation towards people, task, and information.
45. That personal power trumps positional power every single time!

JoAnn Corley is an employee training specialist with an emphasis on management and productivity.

She has delivered workshops all over North American on a variety of employee development topics. She is author of the newly released book – The 1% Edge – Power Strategies to Increase Your Management Effectiveness and Wisdom@Work

To learn more go to www.ioanncorley.com