MANAGER TO LEADER SHIFT ASSESSMENT REPORT

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DEVELOPMENT LEVELS OF MANAGERS

G'day and thank you for taking the Manager to Leader Assessment. Now you know what your Growth Accelerator is you can start to make changes today so you can so you can focus on strategic work and leave your managers to take care of the day to day tasks and people management.

Your Current Level for your Managers is ***SUPERVISOR***.

Your next SHIFT to make to support your managers' growth from SUPERVISOR level to MANAGER Level is ***Productivity Focus***.

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INSIGHTS AND RECOMMENDATIONS

G'day, I'm AJ and I work primarily with Executives and Senior Leaders in Government and Corporate wanting to work in a more intelligent way and produce high quality work without working longer hours.

Most execs I've met are busy, with lots of major strategic decisions to make and not enough time, so I take the pressure off by growing their downline managers competence, confidence and people management skills.

Once their managers improve their people leadership skills it stops the exec getting caught in the daily weeds so they can focus better on high level strategy and the future vision.

	CONFIDENCE Inner Game	COMPETENCE Skills Game	CREDIBILITY Outer Game
LEVEL 4 - POPULATION EXECUTIVE LEADERS 50+ staff	☐ Sustaining your leadership ☐ Maintaining high energy ☐ Rediscover purpose and meaning	☐ Directorship skills ☐ Lifting company performance ☐ Conscious culture curation	☐ Executive networking ☐ Delivering results ☐ Leadership legacy
LEVEL 3 – PERFORMANCE SENIOR LEADERS 15 - 50 Staff	☐ Personal wellbeing ☐ Emotional resilience ☐ Growth mindset	☐ Handling complexity ☐ Financial finesse ☐ Growing employee accountability	☐ Industry networking ☐ Political savvy and influence ☐ Measuring what matters
LEVEL 2 – PEOPLE MANAGERS 4 - 14 Staff	☐ Find your voice ☐ Self-belief mastery ☐ Calm under pressure	☐ Motivating performance ☐ Navigating change ☐ Courageous conversations	☐ Influencing up ☐ Motivating remote workforce ☐ Coach-like leadership
LEVEL 1 – PRODUCTIVITY **SUPERVISORS** 0 - 3 Staff	☐ Self-worth mastery ☐ Personal strengths ☐ Taking ownership	☐ Effective time management ☐ Improving productivity ☐ Giving constructive feedback	☐ Peer to peer networking ☐ Building trusting teams ☐ Communication mastery

FOCUS FOR NOW

Main Focus - Level 1: Supervisor

- Characteristics: Supervisors are new to leadership roles and are developing foundational skills.
- Focus: Basic management skills, understanding team dynamics, and learning to give feedback, delegate tasks.
- Training: Introductory leadership training, time management workshops, and basic communication skills.
- Networking: Encourage them to build their peer to peer collaborative partnerships.
- Action: Tailor leadership development programs to cater to those managing small to medium-sized teams.

FUTURE FOCUS

Level 2: Manager

- Characteristics: Managers who have some experience and are capable of handling day-to-day operations effectively.
- Focus: Enhancing technical skills, improving team cohesion, and starting to develop strategic thinking.
- Training: Advanced management courses, team-building exercises, and workshops on strategic planning.

RECOMMENDATIONS TO SUPPORT SUPERVISORS MOVING UP A LEVEL

Supporting Supervisors Moving to Managers:

- Recommendation: Implement a comprehensive leadership development program focused on transitioning from task-oriented management to people-oriented leadership. This should include:
    - Workshops on effective delegation and team management.
    - Training on communication skills and conflict resolution.
    - Mentorship from experienced managers to provide guidance and support.

UNDERSTANDING SKILLS AND GAPS

- While some executives have a clear understanding of their team's strengths and gaps, many lack the time or knowledge to address these gaps effectively.
- **Action:** Implement structured training and development programs that are easy for executives to follow and monitor.

CONSTRAINTS IN DEVELOPMENT:

- Time and skills are the major constraints in growing teams.
- **Action:** Provide time management workshops and leadership training to enhance executives' ability to coach and develop their teams.

SYSTEMATIZATION OF LEARNING PLANS:

- There is a need for more systematized and documented learning and development plans.
- **Action:** Create templates and guidelines for executives to develop and document these plans.

MEETING FREQUENCY:

- Many executives meet with their teams weekly, but there is a significant portion who do not.
- **Action:** Encourage regular one-on-one meetings to improve communication and team cohesion.

REACH OUT

The assessment highlights critical areas for improvement in management within your team/ organisation. By addressing the identified constraints and focusing on targeted development programs tailored to the level of managerial development your people are at you can your high performing supervisors and technical experts into great managers and then those managers into exceptional leaders who can eectively lead and inspire your people and drive the organisation forward.

LET'S TALK

For more information on our results focused Manager to Leader Shift Program visit
https://www.alexandrajoy.com.au/manager-to-leader-shift
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