



LIROS GROUP

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## The best managers make the transition from **doing things themselves** to **working through others**

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Excellent management is critical to your company's bottom line. According to a study conducted by Gallup, managers account for at least **70% of variance** in employee engagement scores. A good boss prevents turnover. A bad boss will cost you.

Which begs the question: why don't all companies have excellent managers?

Management requires a vastly different skillset than individual contribution. For those who used to focus on personal output, the switch to focusing on others' output can be challenging. Some are too "hands-on": micromanaging and controlling their teams. Others are too "hands-off": creating gaps in quality and in your talent pipeline.

We find that the best managers have mastered three areas:

1. The best managers take on a **new attitude**: one focused on serving others
2. The best managers understand **task management**: delegation, metrics, accountability, prioritization, and motivation
3. And the best managers regularly **up-skill** their teams, providing tailored challenges that fit where each team member is

In our *Managing a High Performing Team* series, we address each of these three areas, supplying a vast array of tools to help every manager. New managers especially will be set up to hit the ground running. We also include in-class activities, role-plays, and worksheets so that all participants walk away with a rich stock of real-life practice, which they can take immediately into their teams.

For more information, please email [info@lirosgroup.com](mailto:info@lirosgroup.com).



# MANAGING A HIGH PERFORMING TEAM