

My Top 25 Most Vexing Challenges Encountered Via Coaching

- Contributor to Manager
- Team member to team leader
- Giving constructive feedback
- Coaching in general
- Creating good results through others
- Navigating the incessant downhill flooding of initiatives and being to do with no increase in resources
- Dealing with a micromanaging boss
- Learning to manage managers
- Supporting their career development
- Getting beyond the "frankless" nature of the role of manager
- Dealing with difficult team members
- Building a healthy group culture
- Turning a group into a team
- Goal setting and goal coaching
- Dealing with the ever-present drama storm
- Dealing with the brilliant jerk
- Dealing with silo managers in other groups
- Navigating organizational politics
- Wanting to move faster than the culture allows
- Getting my group behind change initiatives
- Getting my group to innovate more and problem-solve more effectively
- Dealing with strategy, strategic decision-making under uncertainty
- Firing someone
- Hiring successfully
- Helping individual's level up

The 31 encounter over and over again that prove vexing for managers at all levels

- The Brilliant Jerk Dilemma
- Building a Healthy Working Environment (engaged, inspired, no drama storms)
- Feedback

Jam Session: "a gathering or performance in which musicians play together informally without any preparation: a session in which musicians jam with each other"



Welcome to the Leadership Caffeine Jam Session

TODAY: A whole group Jam!



Setting the Stage

In a moment we're going into an all group brainstorm your perspectives on the most challenging situations for managers.

★ We'll work together to solve them.

Some context:

The role of manager has the ability to create remarkable value.



https://www.youtube.com/watch?v=mo0dgyu5MM

"Management is the technology of human achievement."



The "Best Manager" stories I hear over and over again in my programs underscore how impactful you can be in this role!

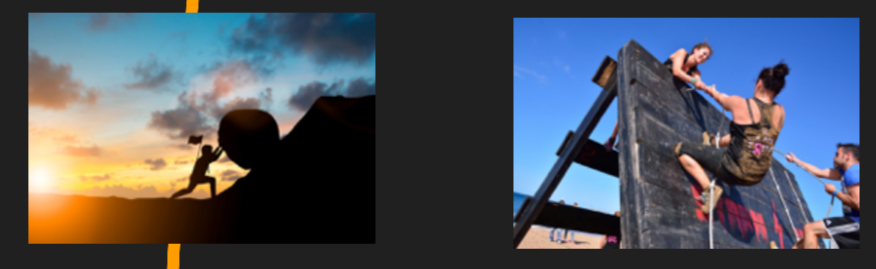
But...managing (at all levels is challenging and complicated)

1. People
2. Complex, fast changing external environment (VUCA)
3. Relentless internal demands
4. The data suggests were not great at identifying or developing managers.

Historically, there's been no Operating System for managers.

See also: Gallup et. Al.

And, did I mention the job is hard and sometimes thankless?



Myriad challenges and vexing dilemmas! Let's identify and solve a few of the most noteworthy issues!

Jam Session #11

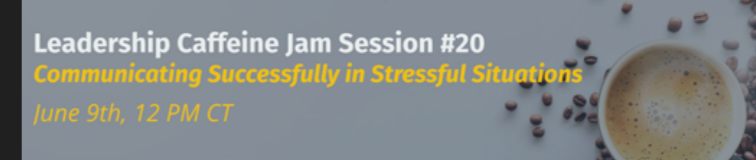
The Manager's Operating System-A Framework for Success



The research is clear: developing as a manager is some of the most difficult work most of us will encounter in our careers. The transition from contributor to manager is filled with obstacles and potential pitfalls. And, for those with time on the job but without ample training and coaching their progress and experience are slowed through a series of experiences: many of them bad. Effective job are developing as a manager or developing "im" managers, the Manager's Operating System can help get it right from day one on the job.

https://artpetty.com/jam-session-archive/

June's Session!



https://artpetty.mykajabi.com/leadership-caffeine-jam-session-20

Upcoming Professional Development Programs with Art

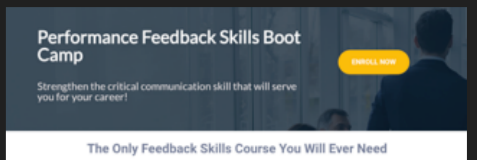


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September 6, 13, 20, 27 from Noon to 3 Central via Zoom

We are happy to discuss your questions and a schedule that meets your needs.



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or

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2023 2024 2025

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