



## 5 tips to become a more effective manager

Thank you for visiting our website and downloading these tips selected from the Auricas "Principles of Management and Leadership" coaching. You may already be using some, some you may know but have got out of the habit of using regularly and some you may not have come across before. All these tips though are proven to make a measurable difference to management (and team) performance.

If you have any questions or would like to discuss – without obligation – how you or your team could improve, please contact us. We can even provide a complimentary Management Skills Evaluation or Team Development Workshop to help focus on any root causes of underperformance and help you secure buy in to any improvement process.

Based on over 35 years of evaluating best and worst management practice, you'll find our approach to development fundamental different to old fashioned, concentrated management courses which rarely produce a return on investment. By comparison we address a wide variety of factors likely to influence a manager's success and provide a short, convenient and effective programme of coaching focused on the specific situations faced by the manager in question.

The end result? Measurable increases in team performance!

**To find out more:**

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1. **Take more interest in your team as people** – You can get so obsessed with results, you forget to get to know your team as individuals. People tend to leave managers, not companies so relationship count – work at them.

2. **Regular feedback** – people want, need and often crave regular feedback. Focus on two aspects: What's going well? Where can I improve?

3. **Say "Thank you"** – Don't take people or good practice for granted, whatever their salary! Resentment could otherwise creep in. People glow when you make the effort to recognise what they did. How did it feel the last time someone said thank you to you? When was it? Hmm.

4. **Team socials** – Three socials a year is enough to strengthen team spirit. They needn't be expensive – ten pin bowling followed by a pizza is pretty cheap yet does the job. Choose a variety though so everyone's tastes are represented.

5. **Benchmark against best and worst practice** – keeping a rolling, written list of your own experiences of best and worst management practice is a quick and cheap way to building a guide to the dos and don'ts.