



INTEGRIS
PERFORMANCE ADVISORS



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Think about your experience with a bad manager

- Did you trust management?
- Did you feel like you were making a difference at work?
- Were you willing to put in extra hours if the situation called for it?
- Were you proud to tell others you work for the organization?
- Did you feel valued?

Think about your experience with a good manager

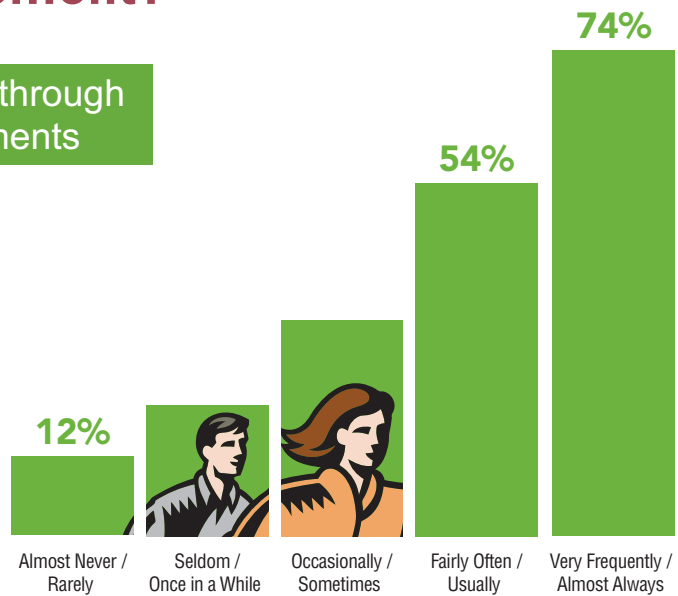
- Did you trust management?
- Did you feel like you were making a difference at work?
- Were you willing to put in extra hours if the situation called for it?
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The following data underscores the link between
Manager Behaviors and Employee Engagement.

The bar graphs illustrate how employees feel based on
how frequently their manager exhibits the stated behavior.

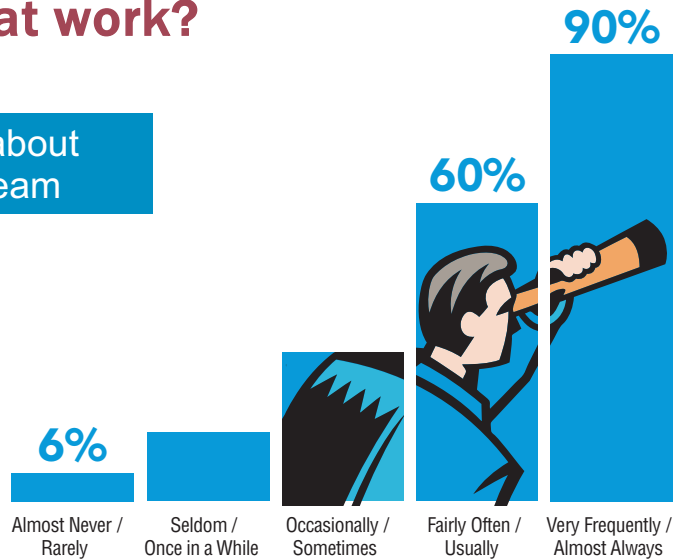
Do you trust management?

I do when my leader follows through
on promises and commitments



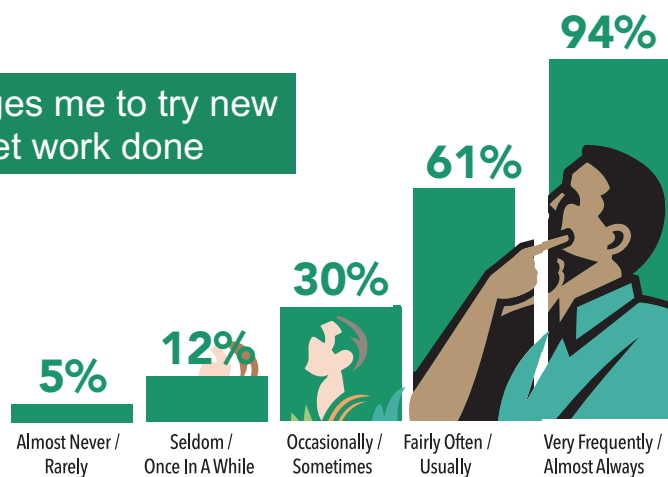
Do you feel like you are making a difference at work?

I do when my leader talks about a common vision for our team



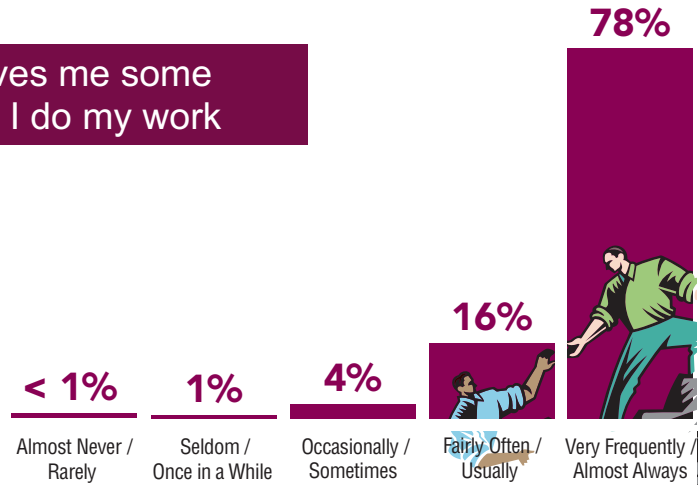
Are you willing to put in extra hours if the job demands it?

I am when my leader challenges me to try new and innovative ways to get work done



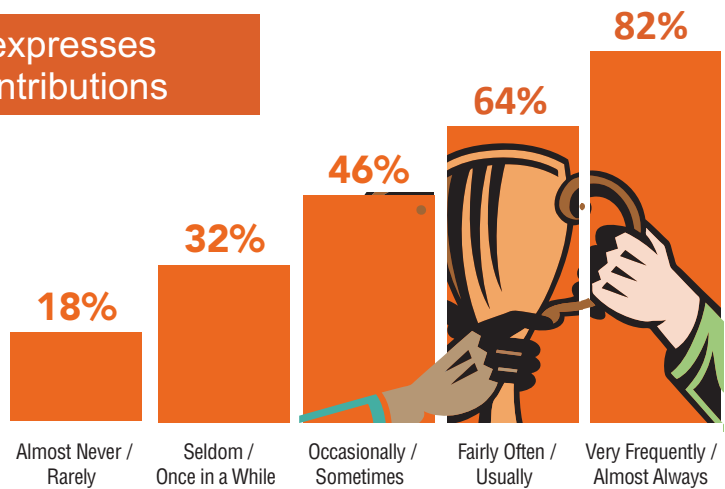
Are you proud to tell others you work for your organization?

I am when my leader gives me some freedom in deciding how I do my work



Do you feel valued?

I do when my leader expresses appreciation for my contributions

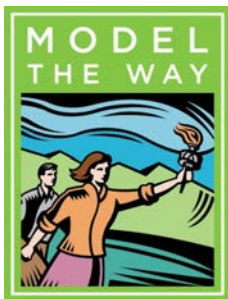


Do You Want to Influence the Joy and Success of Others?

Then make the CHOICE to lead.

The following slides show the leadership behaviors proven to positively impact employee engagement. Each slide includes one specific action you can easily do more frequently to influence the joy and success of others.

Set the example



Do this more frequently:

Ask for feedback on what people need from you to be successful

Paint a picture of the future

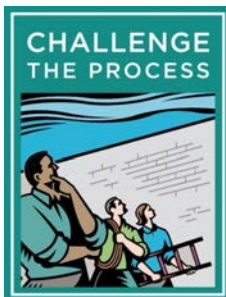


Do this more frequently:

Talk with your team
about a common vision

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Experiment with new ways of working

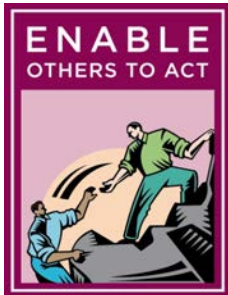


Do this more frequently:

Ask “What can we learn” when
things don’t go as expected

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Foster strong relationships



Do this more frequently:

Actively listen to
diverse points of view

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Show people that you care



Do this more frequently:

Be more frequent and/or
creative in thanking people

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These leadership behaviors are easy to do...

But...

They are also easy NOT to do.

The CHOICE is yours!

Leadership is not about being in charge.

**Leadership is about taking care of
the people in your charge.**