

HOW TO BE A GOOD MANAGER

How to Remotely Empower &
Motivate your Team for Success



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How to Be a Good Manager: How to Remotely Empower & Motivate your Team for Success

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Introduction

How to Be a Good Manager: The Ultimate Guide

Becoming a reliable manager is born out of effort, knowing your position as manager, the role of your employees as your team, and some practice. Regardless of whether you just became a manager for the first time, or perhaps, you just want to improve your managerial skills; this post has been dedicated to you.

One of the responsibilities of a competent manager is assisting your team in staying productive and organized. Visually managed project management tools such as monday.com provides custom tags, templates, cloud storage, and email integration when you sign up for its 14-day trial for helping teams in workflows customization. It equally enhances the decision making processes of the manager by helping them keep tabs on how the team members are progressing in one swoop.

The 4 Major Responsibilities of any Manager

The moment you are confirmed with a managerial role, you should define the scope of that title as it relates to your business. If we should break things down, there're four major things any manager is expected to do:

- Train Your Team
- Organize Your Team
- Motivate Your Team
- Communication

You can see that these are team-wide activities. The reason is because being a manager goes beyond you alone. It has to do with how you assign tasks to your subordinates, and concentrate on the greater good of how activities are executed.

Function 1: Have Your Team Trained

When you become a manager, you're expected to equip or train your team so that they can do whatever task has been given to them. That can be difficult to achieve when you are working with team members that have zero experience on the task at hand, and would require bringing up to speed from a novice level, compared to when you are dealing with workers who are proficient and highly skilled on the task at hand.

To broaden your horizon on the subject, ruminate on these training scenarios:

- If you're the team head of a small shop that is into making sandwich, you ought to inform your employees on the ingredient they should put into every sandwich, as well as in their respective order. That is quite different from:
- If you're the head of a graphic design team, and you have to make a new design for a client, as a manager you are meant to ensure that your team is armed with every single information and resources they might need for the project. From the employee who engages the client, to the available equipment for designing the logo to the background of the design, everything is on you.
- Each scenario requires their various training from whoever the manager is. Therefore, how do you ensure your team gets the right training?

How to Achieve It

Everybody has one thing or the other they are doing in an ideal working environment, so you should have a stipulated time where you can be putting your employees through in a formal setting – it could be a casual type of training where the trainee may be learning from a mentor as the job progresses. Whatever option you decide to adopt, it has to be formally arranged with a conscious effort to bring the employee up to speed as quick as possible.

Also understand that people have different ways of learning. Some learn by way of listening, others do so by seeing, and some others learn when they do the actual job. Many people exhibit a combo of these groups. As someone who is a manager, it is your responsibility to know the learning styles of all your team members and see how you will make the most of that.

So, will you be literally teaching your team their jobs? How do you hope to ensure they continue in their quest to learn as well as improve if they know how the work should be done?

Ideas to Explore

Training works in various ways for a variety of people. There're 3 basic training types that you should take cognizance of. They are:

1. Training new staff members- What are you going to do about new hires as it concerns bringing them up to speed? You have to consider how the process was done previously, and see if you will need to improve anything as you conduct new hires.

2. Training old employees on the new systems- How do you intend to pass information across on new channels (for instance, a PMS) to members of your team? How will the training events be ordered and how would the expectations be?

3. Training existing staff members on current job roles or for improving performance- Perhaps, there are one or two chaps who could fit a management position, or perhaps you had some fellows who are not catching up as fast as you expect. You have to think of how they can be trained so they can constantly develop their skills professionally under you.

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