

The Growth Zone

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Manage with style

Most managers have developed their own, personal managerial style.



You might know organisations where promotion into managerial positions is based on specific performance in a previous role and the assumption is "they'll make a great manager too".

Sound familiar?

Without formal training, the management style adopted by most people may be based on the principle "do unto others what you would have them do unto you" or "If it works for me, it will work for others too".

For a while this succeeds and further promotion may be offered. Unfortunately, this is unlikely to be the most effective way of motivating or managing everyone as your team expands or your responsibilities increase.

Have you ever been in a situation where

- you are frustrated because someone insists on picking over the details when you just need to do this now?!
- everyone loved researching the information but nobody "tied-up loose ends"?
- they all heard the same words but took them to mean totally different things?
- you are mystified when others don't realise that the project they are so excited about isn't practically going to work?

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Perks of the job

Virgin Direct's second annual Desk Divide survey looks at what workplace perks UK employers offer their staff and what male and female employees actually want.

A pension their employer pays into is the top choice among employees (89 per cent) but it is also the only perk men and women agree on.

Less than half of men (47 per cent) rated a crèche as a priority but 60 per cent of women wanted crèche facilities. However, only three per cent of companies actually offer such facilities so the majority of workers will be disappointed. Similarly, 74 per cent of women would like paid paternity leave but men seem less keen to be at home with baby with only 65 per cent of men voting for paid paternity. Only 24 per cent of UK employees actually get paid paternity leave.
Continued...



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Where next?

If you would like to explore the use of Behavioural Style Analysis to support development of your communication skills or management style, please do contact me on 0118 962 2868.

If you want to develop individuals or teams within your organisation I can deliver customised training or coaching packages to support your growth and success.

Do call 0118 962 2868 or contact coaching@thegrowthzone.com

Perks of the job...

So while men and women may disagree on what perks are actually important, employers are still failing to live up to expectations.



When the costs of staff turnover are high, look to perks to enrich the package on offer. Where offering an on site crèche would be inappropriate, could you offer part payment in childcare vouchers?

Flexible working hours is another a really popular option that can increase productivity. Allowing for supermarket shopping deliveries or stress-busting massage sessions can all be benefits that increase the "feel-good" factor and cost employers very little.

Sounds as if there's still an opportunity to create the win-win environment!

We are all different, but once we understand those differences, then we can see our similarities.

Kiara Tatum

Manage with style...

Each person is an individual with their own preferred behavioural communication style. This acts as an information filter. It influences the way in which we receive and process data, the way we communicate verbally and non-verbally. It affects the interpretation we put on other people's messages and intentions.

Whether we are dealing with our employees or customers, the Board of Directors or making a bid for business, in most cases, people aren't deliberately being obscure, refusing to see the obvious or trying to make our life difficult... **they just see it their way.** Nobody really gets out of bed in a morning determined to make your life difficult! Even at home these differences in communication styles can make our lives a heaven or a hell.

For most of us it is a challenge to really grasp how different someone else's view of reality can be – consequently we continue to deal with them in the same way that works for us.

If you naturally see the big picture and thrive on quick decisions based on the key information, how do you communicate with someone who prefers to pick over the detail, explore all options and play for safety?

You may not understand why they can't get on with it while they almost certainly think you make reckless decisions which are bound to catch up with you later.

The truth is you can both make decisions but do so very differently. Wouldn't it be useful to know how you could adapt to synergise your collaboration?

The vast majority of people have the deeply entrenched conviction
that success promotes happiness.
But it is not success that promotes happiness.
When you genuinely enjoy your life, you are successful in
the only real meaning of the term!
- Tom Russell

I work with individuals and run workshops to explore communication and management styles, giving clues to allow you to understand others more quickly. My most powerful tool is a simple psychometric assessment. It will give you a detailed knowledge of your own behavioural style and you will be much clearer about why you "react" to particular people or situations. This gives a unique insight and a logical framework within which to develop highly effective management and communication skills, to influence people and situations. It really does help to see things through someone else's eyes!

If you would like to explore the use of Behavioural Style Analysis to support development in any of these areas, please do contact me.

A problem is your chance to do your best.
- Duke Ellington

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Your life, your time, your choice!

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