



How to help others become managers?

By Laura Lee Rose, author of **TimePeace: Making peace with time**

Hello, this is Laura Lee Rose – Corporate Exit Strategist for the Blooming Entrepreneur. I am a business and life coach that specializes in time management, project management and work-life balance strategies. As a manager or leader, we are constantly faced with multiple roles and tasks. One of the most effective methods for juggling these (sometimes) conflicting roles is delegation. But how do we help others become managers?

My first suggestion is to recognize why you want them to take this leap? Some could be (but not limited to):

- To off-load some of your tedious and uncreative duties?
- To help them with their personal and professional development plans?
- To keep your team moving forward, positively motivated and your employees evolving?
- To allow your division to do more with less?
- To inject new thinking into the management level?
- To make your boss happy?

At first glance, some of these reasons may seem selfish. But they are not. Take for instance the “Help off-load some of your tedious and uncreative duties?” This is the foundation of delegation. To grant everyone (including you) the ability to work at their level of genius, you must delegate or hand-off items that do not match **your** unique talent. What seems tedious and uncreative to you is actually exciting and creative to someone else. Finding those perfect matches open the doors to exponential productivity. Not delegating those tasks to the appropriate people slows the entire collaborative and co-creative process.

By taking the time to clearly articulate your reason for wanting others to become managers, you can better identify the type of leaders and managers that you desire.

After you have identified why this is important to you, then you can start the proper selection process. The easiest way to guide others to make this leap is to find individuals in which this isn't a 'leap' but merely the next logical and natural step for them. We already understand that we have little control (or effective control) over what other people do. So, let's focus on what we do have control over. Some steps would be:

- Understand your employee's career goals and professional mission statements
- Work together to create their Individual Development Plans that supports their individual career goals and mission statements
- Illustrate how team leads and management supports their professional mission statement (if management is part of their career goals)
- Illustrate how team leads and management may fill in some skill gaps that they need to accomplish their professional mission statement (if appropriate)

- Officially document it in their Personal Business Commitment and Performance Evaluation (in the form of SMART goals¹)
- Publish what you need (list all the opportunities that you have available) and discuss which items they feel match their passion and skill set.
- Schedule regular career management meetings with your employees (to provide reasonable forcing functions and accountability partnerships).

Conclusion:

The idea is to understand everyone's goals and visions for their professional path. If we are constantly encountering resistance, one of two things are happening:

- 1) Our business goals and their business goals are not a match
- 2) We're not effective in communicating our business goals and/or understanding their business goals.

Once we can determine the real reason for the resistance, we can manage it by:

- 1) Finding someone with a better matching goal.
- 2) Improving our communication and listening skills in conveying the matching opportunities.

If you find these materials of interest and want this level of information faster, you may be interested in our [GoTo Academy: Tools for the GoTo Guy and Gal](#) subscription based membership.

If you are interested in more detail professional coaching or a professional coach to help you stay on target with those goals, please consider one-on-one coaching sessions to propel you forward faster.

Smart Goals are goals which are Specific, Measurable, Achievable, Realistic and Timebound