

JAMES SCHRAMKO

15 Ways to Be A Good Manager or Leader

- 1. Understand the difference:** Managers implement systems and processes, ensuring compliance, while leaders rally teams towards shared visions or goals.
- 2. Prioritize emotional intelligence:** Leaders exhibit higher empathy and emotional intelligence, which are essential soft skills in leading teams.
- 3. Be adaptable:** Modern leaders should inspire and set direction rather than micromanage, recognizing that the dynamics of the workforce are changing.
- 4. Support and empower:** A good leader supports and values their team members, helping them feel empowered to grow.
- 5. Balance both roles:** While leadership is crucial, there are times when managerial guidance is essential, especially with employees lacking practical experience.
- 6. Offer flexibility with firmness:** Like bamboo, be adaptable yet firm, ensuring both guidance and accountability in the workplace.
- 7. Match individuals with the right tasks:** Recognize that everyone has strengths and weaknesses. Assign tasks that allow individuals to play to their strengths.
- 8. Prioritize team players:** Value those who prioritize collaboration and collective success over individual achievements.
- 9. Avoid over-reliance on one star player:** Ensure that the team or business doesn't become overly dependent on a single individual.
- 10. Embrace servant leadership:** Understand and cater to the needs of individual team members to help them thrive while also maintaining accountability.

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- 11. Communicate clearly and consistently:** Set clear expectations and ensure team members understand them. Open channels of communication ensure everyone is held accountable.
- 12. Continuous learning:** Just as one updates software, it's essential to continually update leadership skills and be open to feedback.
- 13. Avoid ruling with fear:** Resorting to threats or using fear isn't a sustainable approach to leadership. Instead, cultivate a respectful and positive team environment.
- 14. Seek effective communication methods:** Embrace emotionally intelligent communication strategies, such as those promoted in the book "Nonviolent Communication."
- 15. Offer coaching and seek feedback:** Use your position as a leader not just to give directives but also to coach your team and gain insights from their approaches.

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