

# How to Avoid Being a Horrible Boss



# The MicroManager

- Too focused on the details
- Can't let go
- Wants to tell you how to do everything



# The Seagull Manager

- Noisy and critical
- Flies in and out
- Inconsistent



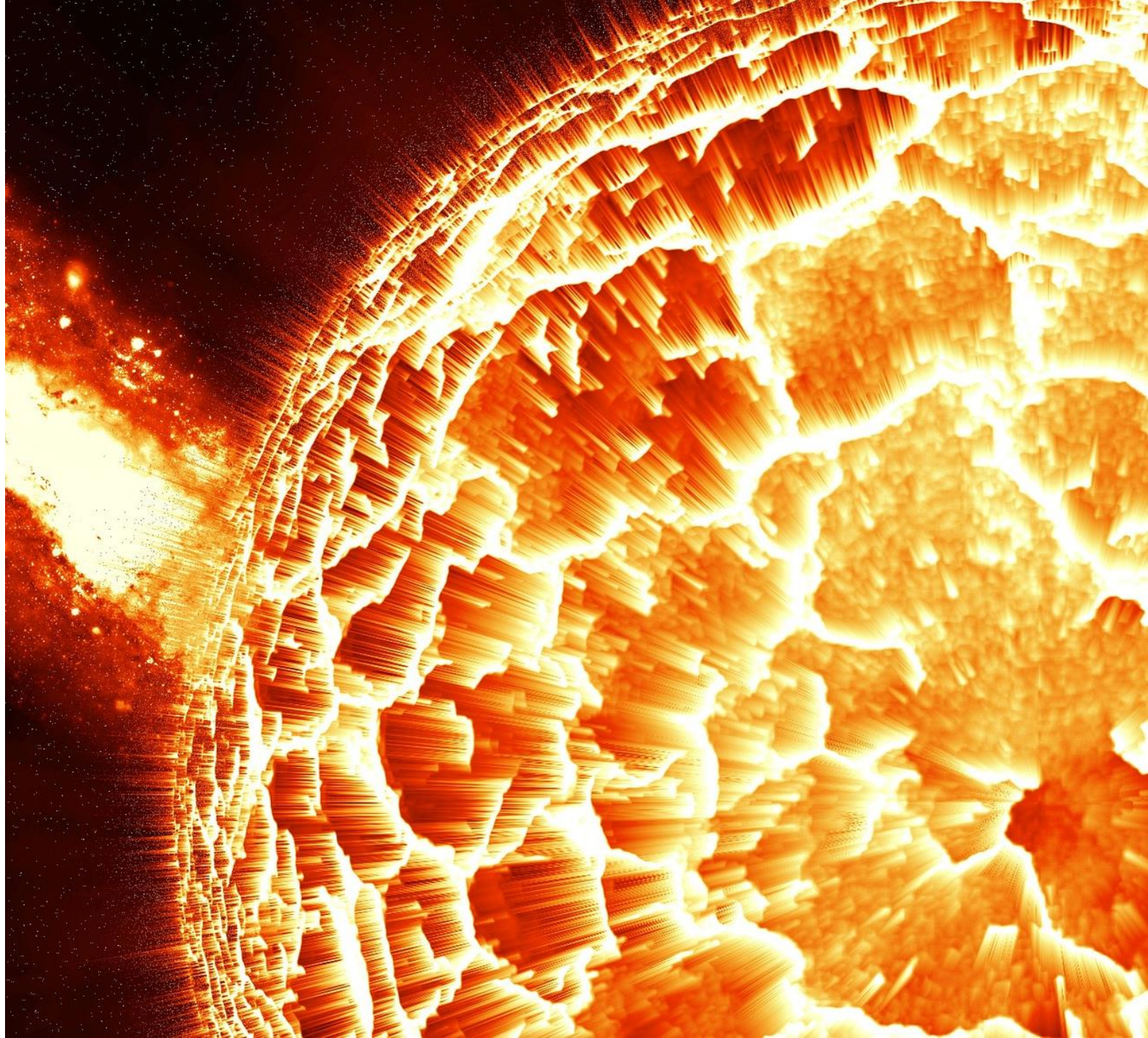
# The Manipulator

- Doesn't share information
- Plays favorites
- Has a hidden agenda
- Expectations not clear



# The Angry Manager

- Flares up over everything
- Negative
- Controlling
- Reacts emotionally



# The Invisible Manager

- Avoids making decisions
- Doesn't give feedback
- Focused on self
- Lack of communication or expectations



# The Balancing Act of Being a Great Boss

- Wearing Many Hats
- Changing Expectations from Above
- Motivating a Diverse Team
- Setting Clear Expectations/Delegating
- Dealing with Different Communication Styles
- HR Issues
- Time Management – Focusing on the Right Things
- Work/Life Balance



# Connecting

Find a supportive group of peers to share ideas and resources. This can be in your own company (if it's large enough) or an industry or role-based group. LinkedIn and Meetup are great places to find peer groups.





# Coaching

Ask your manager or HR department to engage with a management coach. Many organizations offer funding for individual coaching and support.



# Training

Unfortunately many new managers receive little or no training as they make the transition. If your company doesn't offer training, you can find workshops and online programs from ATD or others.



# Questions & Answers

# Connect with Me



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