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a MESSAGE from SYLVIA

MANAGEMENT MYTHS

One of the biggest myths about management has to do with entitlement. In my experience, too many people still believe that, just because they've worked at a place for a certain length of time, they deserve to be promoted into a management position. Never mind about natural aptitude and focused training. Oh yes, I hear it regularly: "Can you imagine! After all these years I'm still not a manager. How long must I be there before somebody realizes that the office with windows should be mine?"

Personally, I don't think anyone should be moved into management based solely upon longevity or tenure. Further, I'm not in favor of promoting people on technical skill alone. In fact, I think such practices are downright dangerous for both individuals and organizations. Not everybody is management material in the first place, and not everybody who's been on the payroll for a dozen years is ready to step up. In my mind, it's that simple.



Holding a management position—and actually thriving in it—requires a particular set of skills. In most cases they must be studied and learned. Then they must be practiced over and over again. If you're in management now, you know this well. Management is about more than cashing a bigger paycheck or receiving a few perks.

My feature article below highlights some additional common management myths that keep people, processes, and profits stuck.

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FEATURE ARTICLE

5 Management Myths and How to Reframe Them

Many myths about management continue to circulate. It's unfortunate. If you're leading by myth instead of by fact and wisdom, you're headed for trouble. Perhaps you're already there. Fanciful ideas about how to manage individuals, teams, departments, and companies drag everybody down. They won't build morale, and they won't get the job done in a way that yields best results. Do you see yourself in any of the myths below?

1. Staff should respect me because of my title.

While employees may respect your title, they respect YOU for who you are, for what you say, and for how you act. YOU and your title are separate. If you currently believe that a job title guarantees respect, think again. Suggested reframe: "I must earn my employees' respect."

2. I need to treat all employees the same.

People are unique in terms of strengths, weaknesses, and work style. Paying attention to these differences creates a positive environment in which employees are motivated to meet and exceed expectations. Suggested reframe: "I must treat my staff fairly."

3. Empowered staff manage themselves.

This isn't management; it's a form of neglect. It's a cop out for someone who may be lazy or uninvolved. With little or no guidance and support employees tend to feel ignored. They can't perform well. Suggested reframe: "I must assist my staff to establish reasonable goals and serve as a resource to help them achieve those goals."

4. I don't have time to manage people.

If you believe this myth, you probably lack clarity around your priorities. Once you've identified your priorities, you need to build them into your calendar. That's how things happen. Managing your employees must be a priority. It's true that you are also managing processes and systems, but people have to fit into the mix. Learn how to leverage your time. That's the secret. Suggested reframe: "I must schedule time each week to provide appropriate direction to my staff."

5. Staff should know their reward is the paycheck.

For years studies have shown that most employees are not motivated primarily by money. Employees are motivated by healthy, high functioning relationships with their bosses and colleagues. Handwritten notes of thanks for significant contributions go a long way. A shout out of praise during a team meeting means a lot. Suggested reframe: "I must demonstrate that I am personally invested in each staff person's success."

There's no question about it: Management is hard work. You make it even harder when you buy into one or more of these myths. Don't you think it's time to break free?

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What Clients Say

A Sense of Freedom

Initially, I decided to work with Sylvia to upgrade my job performance in two areas: supervision of a staff person and personal organization. I also needed to identify my stress triggers and learn how to deal with them more effectively. But so much more happened. During the coaching experience I gained deeper insights about myself and fresh ways of looking at ongoing work related situations. Overall, I think the most important take-away was finally understanding that I don't need to let fear rule my life. My self confidence has reached a new level. I feel capable of doing anything I set my mind to now.

Brandy Beltz
Fiscal Coordinator, Survivors, Inc.

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Offers and Opportunities

STOP RIGHT NOW

First, acquaint yourself with Sylvia's personally created, timeless audio product for managers—especially new managers—if you aren't aware of it. The content has universal value and appeal. [Click here](#) to check it out.

Second, if you're thinking about revising your resume or you're already struggling with writing it, be sure to register for Sylvia's free 40 minute teleseminar entitled: SELL YOURSELF: How to Write a Winning Resume With Ease. This audio event takes place on June 26, 2014 at 12:30 PM EDT. Read more details and [sign up here](#).

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RESOURCES

Tap Your Peers' Experience

In this section Sylvia typically provides a tangible resource such as a book, assessment, or checklist. This month she invites you to schedule a face to face coffee meeting or telephone chat with at least one of your trusted professional peers. When connected, ask this person to share a previous or current management myth he/she has held and perpetuated as well as its impact upon staff morale, job performance, work culture, and bottom line results. Make sure that you have an established, amicable relationship with this colleague to facilitate candor and ease in the conversation. Do some sharing yourself too. Real time human resources can be extremely valuable.

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TIP

Make a list of your beliefs about management. There is no magic number. Just set aside twenty minutes of quiet time and brainstorm. See what comes up for you. And be honest. Then identify which of those beliefs best serve your people and organization at large. What is the social proof of your assessment? Finally, take a close look at the remaining beliefs—the ones that

constantly create problems at work. How can you reframe them? The sooner you reframe even one belief that doesn't serve, the sooner you see better results.

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Where in the World is SYLVIA?

On June 12, 2104 Sylvia and a consultant colleague will conduct a ninety minute webinar on succession planning for managers in Pennsylvania's Victim Services Organizations. The webinar will take place at Penn State Harrisburg.

On June 25, 2014 Sylvia will address the Carlisle Chapter of the American Business Women Association at their regular monthly meeting. The requested topic for her thirty minute after dinner presentation is "5 Ways to Build Your Confidence Fast".

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About This Ezine

The purpose of this Ezine is to: 1) Provide readers with valuable FREE content which contributes to personal and professional growth as well as overall career development; and 2) Invite readers to take next steps toward working directly with Sylvia.

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About SYLVIA

Sylvia Hepler, Owner and President of Launching Lives, LLC, specializes in career development for both corporate and nonprofit executives and managers. Based in South Central PA, she specifically supports clients as they upgrade their current job performance, seek a promotion, or plan/navigate a career transition. What makes her services unique is that Sylvia helps people to cope with change, loss, and grief as they work on developing their careers. Her professional background includes: nonprofit executive management/leadership, nonprofit community health program start-up, program evaluation, public speaking, business and freelance writing, teaching, and retail sales.

A certified executive coach through The Rescue Institute in Golden, Colorado and Quantum Endeavors in Chicago, Illinois (plus a participant in extensive continuing education opportunities with several coaches of national notoriety), Sylvia offers individual and group coaching, assessments, teleseminars, workshops, keynote speeches, and retreats. She also has created tangible and downloadable products that augment her coaching and speaking services.

For more information and to connect with Sylvia try:

[Launching Lives Website](#)

[Click to contact Sylvia by Email](#)

Reach Sylvia by phone at **717-761-5457**

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Launching Lives SERVICES

Launching Lives, LLC is a full service career development company for managers and executives located in South Central PA. Utilizing a holistic approach to service provision, Launching Lives focuses on supporting clients as they create the platinum level career they desire by upgrading their job performance, seeking a promotion, or planning/navigating a career transition

Often people don't really know HOW they might benefit from coaching. Quite simply, ask yourself these questions: "What can't I seem to resolve on my own? What is keeping me awake at night? What am I missing when I look at a certain situation? How can I get to the next professional level? How can I learn

certain skills quickly? How can I narrow my professional gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my organization? How can I obtain greater job satisfaction? Coaching may be the SOLUTION to any of these issues.

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