

Management at the Executive Level

Becoming the Manager Your Employees Deserve

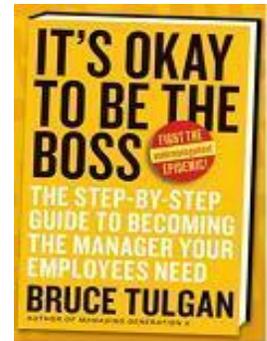
March 16, 2011

9:00 am – 3:00 pm

Do you...

- Feel you don't have enough time to manage your people?
- Avoid interacting with some employees because you hate the dreaded confrontations that often follow?
- Have some great employees you really cannot afford to lose?
- Secretly wish you could be more in control but don't know where to start?

Managing people is harder and more high-pressure today than ever before. There's no room for down time, waste, or inefficiency. You have to do more with less. And employees have become high maintenance. Not only are they more likely to disagree openly and push back, but they also won't work hard for vague promises of long-term rewards. They look to you--their immediate boss--to help them get what they need and want at work.



How do you tackle this huge challenge? If you are like most managers, you take a hands-off approach. You "empower" employees by leaving them alone unless they really need you. After all, you don't want to "micromanage" them and don't have time to hold every employee's hand. Of course, problems come up and often snowball into bigger problems. In fact, you probably spend too much of your time solving problems and falling behind on your work which leaves less time for managing people, which opens the door for even more problems!

During this program, Bruce addresses the biggest problem in corporate America—an under management epidemic affecting managers at all levels of the organization and in all industries—and offer another way. His clear, step-by-step guide to becoming the strong manager employees need challenges bosses to set employees up for success.



Bruce Tulgan is internationally recognized as the leading expert on young people in the workplace and one of the leading experts on leadership and management. Since 1995, Bruce has worked with tens of thousands of leaders and managers in hundreds of organizations ranging from Aetna to Wal-Mart; from the Army to the YMCA. In recent years, Bruce was named by Management Today as one of the few contemporary figures to stand out as a "management guru" and he was named to the 2009 Thinkers 50 rising star list. Bruce's newest book is *IT'S OKAY TO MANAGE YOUR BOSS*. He is also the author of the recent best-seller *IT'S OKAY TO BE THE BOSS* and the classic *MANAGING GENERATION X*. Bruce writes a regular online column for *The New York Daily News* and his writings appear regularly in human resources, staffing and management

journals. His writing has also appeared in dozens of magazines and newspapers, including the *Harvard Business Review*, *Business Week*, *HR Magazine*, the *New York Times*, the *Los Angeles Times*, and *USA Today*.

This program will help executives:

- Overcome obstacles that prevent them from managing every day
- Develop strategies to become the boss employees *want* to work for and the organization where employees *want* to work
- Learn how to set employees up for success while still making accountability a real process