

Management

THINK ABOUT IT

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Wales Management Council works with partners within and beyond Wales to promote better management performance at all levels in the economy.

As part of that task we encourage managers like you to consider how they can expand their own capabilities and become better at what they do.

This monthly digest aims to help you, and people like you, to focus more clearly on the practical challenges you face.

We don't pretend to have all the answers but we hope these questions promote thinking that is helpful to you.

If you have views on any of the issues raised please let us know.
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Daydream reliever

A new survey by SKY TV found that the average worker spends 150 hours a year in meetings, and 89% admit to thinking about things other than work during the proceedings. In fact the average attention span at meetings was found to be only 23 minutes.



Would this information make you reconsider how you structure meetings, to ensure the sessions you organise maximise work focus and minimise daydreaming?

Post-holiday blues

According to the recruitment firm Jobsite, 62% of workers think seriously while on holidays about changing job when they return. Many actually follow through on this.



While this may be a blessing for employers in many cases, firms can lose good staff purely through post-holiday blues. How do you bolster people's morale in the difficult few days after they return from the beach to the desk?

Rallying supporters for change

Medieval Italian courtier Nicolo Machiavelli once wrote: "There is nothing more difficult to arrange and more dangerous to carry through than change. The innovator makes enemies of all who prospered under the old order and only lukewarm support is forthcoming from those who would prosper under the new."



Given that change is inevitable, is it more important for a manager to reassure those who stand to lose or entice those who stand to gain? How do you decide which group is more important to your success?

Feeling good or just laid back

A quote in the Director Magazine states that: "People are at their best when they feel good about themselves, so the role of manager is to help people feel good."



While the feel-good factor is clearly important, how do you as a manager succeed in nurturing your staff's confidence without allowing it turn into complacency?

Tackling an age-old issue

With new age discrimination legislation due to come into force within weeks, a survey by the London School of Economics found a majority of 30-50 year olds in the UK workforce regard 'ageism' as more socially acceptable than other forms of prejudice.



Does an underlying ageist culture exist in your workplace? Could it be that "traditional" teasing in the office or on the shopfloor about a colleague's advancing years may in future land your business in trouble with the law? What are your plans to avoid this?

Leading Wales Towards Management Excellence