Is Your Management Team in Top Shape?
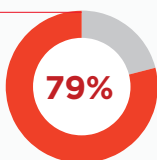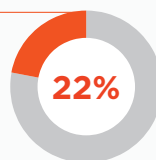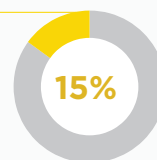
79% — 79% of employees believe they are not managed in a way that motivates them to do outstanding work.

22% — 22% of employees strongly agree the leadership of their organization has a clear direction for the organization.

15% — 15% of employees strongly agree the leadership of their organization makes them enthusiastic about the future.

Cultivate the Top 5 Skills That Contribute to Manager Success

Accountability
- 80% of employees believe this enables managers to successfully develop direct reports.
- Less than a third of employees indicate that their managers exhibit this skill.

Collaboration
- 83% of employees believe this contributes to managerial success.

Communication
- 88% of employees say communication makes a manager successful.
- Only 13% of employees strongly agree the leadership of their organization communicates effectively with the rest of the organization.

Engagement
- 80% of employees report that manager engagement contributes to successfully developing direct reports.

Listening and Assessing
- 82% of employees believe this helps managers successfully develop direct reports.
- 25% of managers have a listening deficit.
- 59% of employees do not think their managers listen to their concerns.

How can you improve your management team?

Offer managers opportunities to develop these top skills:
- 62% of organizations don't do this.

Develop managers' emotional intelligence.

Recognize managers for successfully developing direct reports:
- 32% of organizations do not offer rewards for this achievement.

Invest in microlearning and mobile learning:
- 70% of respondents say that managers don't have time to develop these skills from classroom learning.

Make manager development a priority:
- Only 28% of respondents indicate that their organizations consider executive leadership and frontline manager development top priorities.

* Stats pulled from the 2016 Gallup report and ATD Research 2015 and 2016 surveys.

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