



# Manager Consistency



**We're entering a new age where managers are once again celebrated as catalysts for high-performing organizations.**

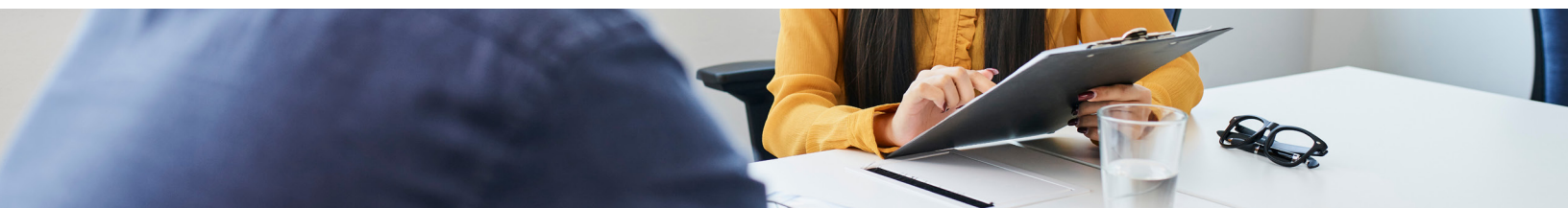
“Managers” have been overlooked in the business vernacular for decades, lost in the shadows of the “leadership” movement. Today, with the shift toward highly collaborative hybrid workplaces, organizations are rediscovering the importance of manager consistency in building culture and creating healthy accountability.



*An employee survey showed us the gaps we had in the quality and consistency of our managers. With the help of Good Leadership, we've elevated our training and development for our managers specifically to help us improve our speed of decision-making, and to reward our employees for the right things aligned with our future - not our past.*

**Chief Executive Officer**

**Health Care Plan and Delivery System**



***“You can't have an effective organization without good leadership.”***

*-Paul Batz, Founder & CEO, Good Leadership*

# Manager Consistency Playbooks

## For CHROs and Business Unit Leaders who are:

1. Recognizing the importance of effective managers on creating a culture aligned with the business needs
2. Ready to elevate accountability in the organization
3. Budget-strapped and still expecting effective development of people

Good Leadership Manager Consistency Playbooks are simple and effective resources for accelerating the consistency and effectiveness of people managers. Three specific playbooks are available as self-directed learning modules, instructor-led workshops, or Train the Trainer: Teams of Teams, Development Planning, and Coaching Others. Each can be tailored to the specific vocabulary and cultural context of your organization.

## Manager consistency is the most cost-effective key to organizational alignment

Research indicates roughly half of managers in mid-size organizations were promoted into the role without specific manager training. This is often why employee engagement and workplace culture surveys are disappointing. Leaders can't expect organizational alignment without managers who are consistently reinforcing the priorities and role modeling the organization's values.

Manager Consistency Playbooks address three common problems:

1. **No formal training:** Managers are only managing on their own experience of "being managed" without proper, modern training for the job.
2. **Inconsistency fuels the cynic:** When teams in the organization are all managed differently, teamwork is handicapped and infighting is more frequent.
3. **High-potential leaders are demotivated:** Managers who try their hardest to treat everyone equally drive the hope and spirit out of the highest performers.

## Benefits of Good Leadership Manager Consistency Playbooks:

- Economics: Playbooks are ready to be implemented in the hands of qualified trainers with very little prep time or customization.
- On topic: Research shows these three playbooks deliver the highest return on investment in highly-collaborate workplaces: Teams of Teams, Development Planning, and Coaching Others.
- Aligned with goodness: Employees feel appreciated, respected, and motivated with managers who help them thrive, both personally and professionally.

## Details:

- Good Leadership development programs begin with a consultative conversation with HR and/or business unit leaders to refine the program scope and specific ROI expectations.
- Good Leadership facilitators provide Getting Started coaching and, if needed, Train the Trainer facilitation.
- The playbooks are built on the time-tested and pragmatic Good Leadership tools and models designed for simplicity and repeatability.



## The Good Leadership Difference

Good Leadership development programs are intentionally simple and pragmatic - a formula for success in the speed of today's world. Each of the programs can be tailored for your specific cultural context or delivered off-the-shelf for self-directed learning environments. Every module in every program is on point in helping teams thrive and win together, with encouragement, accountability, and positive teamwork.

Learn more about **Manager Consistency** today by contacting

to schedule a conversation.