



HAVE YOU HEARD THE LATEST?

Stay up to speed with news in your area.

[HOME](#) | [EVENTS](#) | [LOCAL](#)



Dear Member,
Welcome to your June Newsletter

Once I became familiar with how to do a job, I would never want to work for a leader who insisted on telling me how to do things. I would find it significantly more motivational to be told what needs doing and then be trusted as to how. Good leaders will create positive environments and enable people on their teams by, wherever feasible, telling them what needs doing but avoiding telling them how.

I have seen micro managers in action. People who question everything, without reason. Tell people, who well understand already, how to do things. Managers who want to know everything and check constantly. I have seen the effect this can have on teams, with people reluctant to make decisions – after all why should they, the manager will do it! People who become risk averse and will never suggest ideas. People start to get resentful, they will do the minimum, they will not go that extra mile.

Trust people - let them problem solve, let them take responsibility. People tend to thrive in motivational environments like this. As a leader consider when a coaching approach may be more appropriate. Ask catalytic questions, make good use of open questions to discuss what people are thinking of doing, where the obstacles may be, who can help them along the way and then focus thought on how they will know if they are successful.

People need different things from a leader and situations can change quickly. So value a leader who can demonstrate agility and know when to intervene and how to do it in a positive manner.

To link to the situational leadership model - Do people need direction? Or coaching? Or support? Or can they be left to get on with things?

As a leader how can you know what people need in a given situation?

How can you best give particular individuals what they need?

What benefits may there be in adopting a coaching approach where appropriate?

CMI offer several ways of supporting leaders, not least of which are [Management Direct](#) with its wide range of resources to support ongoing development. Also the [CMI mentoring](#) scheme or the range of [qualifications, Events and webinars](#) may also interest you and are outlined on the website. We are currently planning an event schedule for after the main summer holiday period

Also worthy of consideration is the prestigious [Chartered Manager Award](#) which I like to describe as helping with 3 Cs - Capability, Credibility and Confidence. Undertaking the award gives you a real opportunity to step back and think about what you do as a leader & manager and how you help enable change.

What are you doing for your CPD?

How could CMI help?

Please feel free to contact me - or join in the conversations at:

Twitter [@CMINorthWest](#) or LinkedIn [CMI North West](#)

Kind Regards

Paul Finnegan CMgr FCMI

Chair, North West Board

WARBURTONS AND THE STAFF OF LIFE

Thursday 22nd June, 6:15pm - 8:30pm



**Lady Hale Lecture Theatre, Salford
Business School, The University of Salford,
Salford, M5 4WT**

Warburtons is the second largest food brand in the UK and a fifth generation family business. It currently has a 32.5% by value share of the wrapped bread market in this country,

At this joint event David Tomlinson, former Technical Director of Warburtons, will discuss how Warburtons achieved this through:

- quality and consistency of product and developing and establishing the market for premium bread in the UK.
- establishing unique wheat growing programmes
- maintaining product differential
- remaining at the cutting edge of bakery and engineering technology

BOOK YOUR PLACE

Click here to view all

EVENTS

coming up soon in your area



CMI, Management House, Corby, Northants, NN17 1TT
t +44 (0)1536 207307
[Contact Us](#) | [Unsubscribe](#)