

Managing Your Boss Was A Frequently Requested Newsletter

First Step is Understanding...

Dr. Dee Soder

Problem bosses are the norm, not the exception—despite the myriad management books and leadership courses. Media routinely provides examples of bad bosses—often rewarded despite their leadership lapses.

Studies show that over 70% of successful executives have had at least one problem boss. But we don't need studies to tell us that regardless of how brilliant, well-liked, famous, or effective a person may be, he or she may not be a good manager. Why?

1. Bosses are just people, with personality quirks and problems like everyone.
2. Being a boss is a tough job.
3. Bosses have poor role models.
4. Bosses don't become bosses because of their ability to manage people. (In financial, medical, entertainment, and consulting industries, one often sees people who are great specialists prior to promotion to management. There is no learning as in manufacturing and other companies...for example I had a banking client who went from managing 20 to over 2,000 the next day)
5. Bosses don't get good training.
6. Bosses aren't always good at handling power and authority.
7. Bosses don't get held accountable by their bosses.
8. Bosses have more information than you do, but don't have time to communicate it.