

Week 33 Focus – People Management 101

Focus Question: What makes your people exceptional?

DESCRIPTION

People are at the heart of any great business, or team. People management is a critical element for success.

If you are a first-time team developer there's lots to learn. It is often said that the move to first time supervisor or manager of people is the largest step you'll ever undertake during your career. In PlanDoTrack, I explore core skills needed by both team leaders and team members. Given the autonomous nature of virtual and remote work, it can be beneficial and valuable to build these skills across an entire team – not just with the leader.

As a leader of people, there are a variety of different conversations you will engage in. Here are several of them:

- Performance conversations
- Delegation
- Prioritization
- Helping you do your best work – strengths conversations
- Mentoring or advisory conversations
- Change – what's not work and why

As people leaders, we will want to keep in mind these team development and motivational foundations:

- We are motivated by both internal and external factors (Internal factors include= Learning, Growth, Achievement, Mastery External factors include= Promotion, Reward and Compensation);
- We want support in different ways (regular check-ins vs “let me get on with my work”);
- We want to give feedback in different ways;
- We want to receive feedback in different ways;
- Hearing something once may not be enough;
- Being shown what it can look like, or different samples of work, can be helpful in creating a visible path

Team development is a process. Different types of team development activities are required throughout the year. From team check-ins to retreats, ask yourself:

- What's the best activity for the moment?
- What's the most important thing for the team to focus on right now?
- What's the best vehicle?
- When do we really need to get together?

In working in a virtual or remote space, all of us have the need to be a good people leader - not only formal managers - as we get work done through others.

ACTIVITY

Consider your skill base right now. What is one skill area you could become more effective in to boost your impact as a people leader?

CONNECTION TO THE WORKBOOK AND PLANNER

Complete the Wheel of Virtual and Remote Work in PlanDoTrack and review the skills listed in Section 1 of PlanDoTrack. What do you notice? Where can you improve?



**"The greatest asset of a company is its people."
- Jorge Paulo Lemann
Co-founder, Banco
Garantia**