

## Alpha Business Coaching Newsletter

# "Becoming a Great Boss<sup>i</sup>"

### Dear Small Business Owner:

As a boss, do you ever wonder if you're "good enough" as a manager? I'd suggest that we should strive to be a great manager. Most bosses reach a certain level of proficiency and stop there, short of what they could be. So you ask yourself "How good am I?" or "Could I be better?" On the spectrum of great to awful bosses, where do you fall? Are you open to holding up the mirror to really reflect and see how you're doing?

A great majority of managers are well-intentioned, smart, and accomplished, but fail to live up to their potential. Why? Because they stop working on themselves. In most people's defense, they stop making progress because they simply don't know how to. It's often underestimated how much time and effort it takes to keep growing and developing.

Leadership is using yourself as an instrument to get things done through others. So, it's critical that you know how to exert influence on those around you. You must make a difference in what others do but also in the thoughts and feelings that drive actions. How? By: 1) managing yourself, 2) managing your network and 3) managing your team. Let's look at these briefly.



**Managing yourself:** It has to start here because who you are shows up in relationships you form with people with whom you work. People have to trust you as a leader, that is, trust your competence and your character. Trust is the foundation of all good forms of influence and you need to conduct yourself with others in ways that foster it. Do you follow through on what you say you'll do? Are you able to let others share in "your" spotlight opportunities?

# Becoming a Great Boss



**Managing your network:** This means proactively engaging the people in your organization to create conditions for success. This can often negatively be labeled "having to play politics." But, smart people use it to build relationships with those they need and those who need them. Conflicts and competition among people are inevitable. How are those solved? Leaders who have influence tend to get them solved in their favor.



**Managing your team:** It's easy to think you can just manage each person on your team individually and not worry about creating a team that works together well. But having team co-workers hold each other accountable is what leads to team culture. When individuals learn how members are expected to communicate and work together, they reach a new level of performance.

Working on these 3 pieces of leadership will help you stay on the road to self-development. You want to be better, not just average. Coaching can help you develop these awarenesses. Give us a call if you are serious about growing.

Sincerely,  
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<sup>i</sup> Some material taken from Harvard Business Review Jan-Feb 2011