



matt **selker**
& associates

New Approach for Public Sector
Managers & Leaders | May 15, 2019

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☰ MAKE IT IN MANAGEMENT

Are Your New Supervisors Lacking Essential Soft Skills?

Did you know...

- Over 2 million people are being promoted into supervisor and manager roles annually.
- 60% of new managers fail during their first two years.
- 47% receive no training prior to switching into the role.



We Can Help!

We can help your new supervisors and managers:

- Successfully transition from peer relationships to manager-leader relationships – the most difficult transition to make with little experience to draw on.
- Understand what is meant by supervision and management, identify specific activities and identify how these activities lead to effectiveness.
- Provide them the skills to improve performance and...

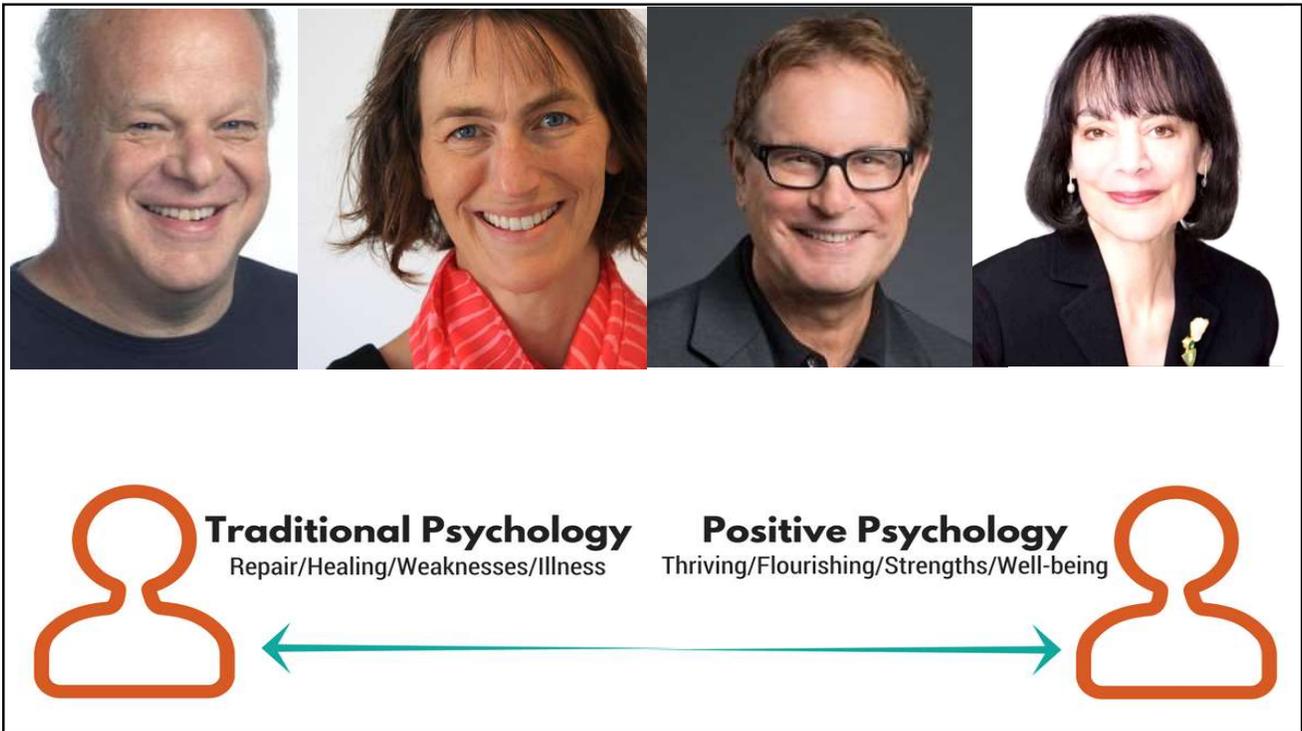
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1998

The way we viewed and taught management and leadership changed.

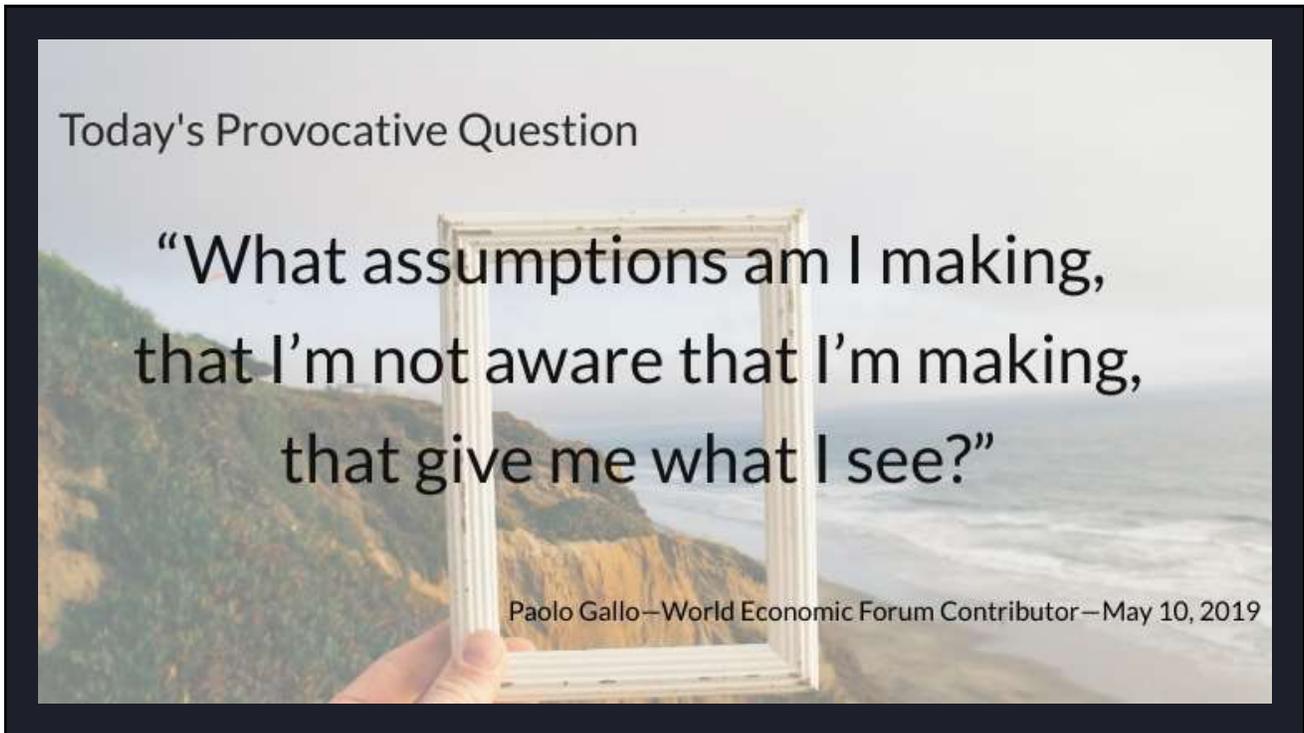
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Despite the breakthroughs in understanding human behavior, most organizations / governments are stuck in their old management / leadership approach.

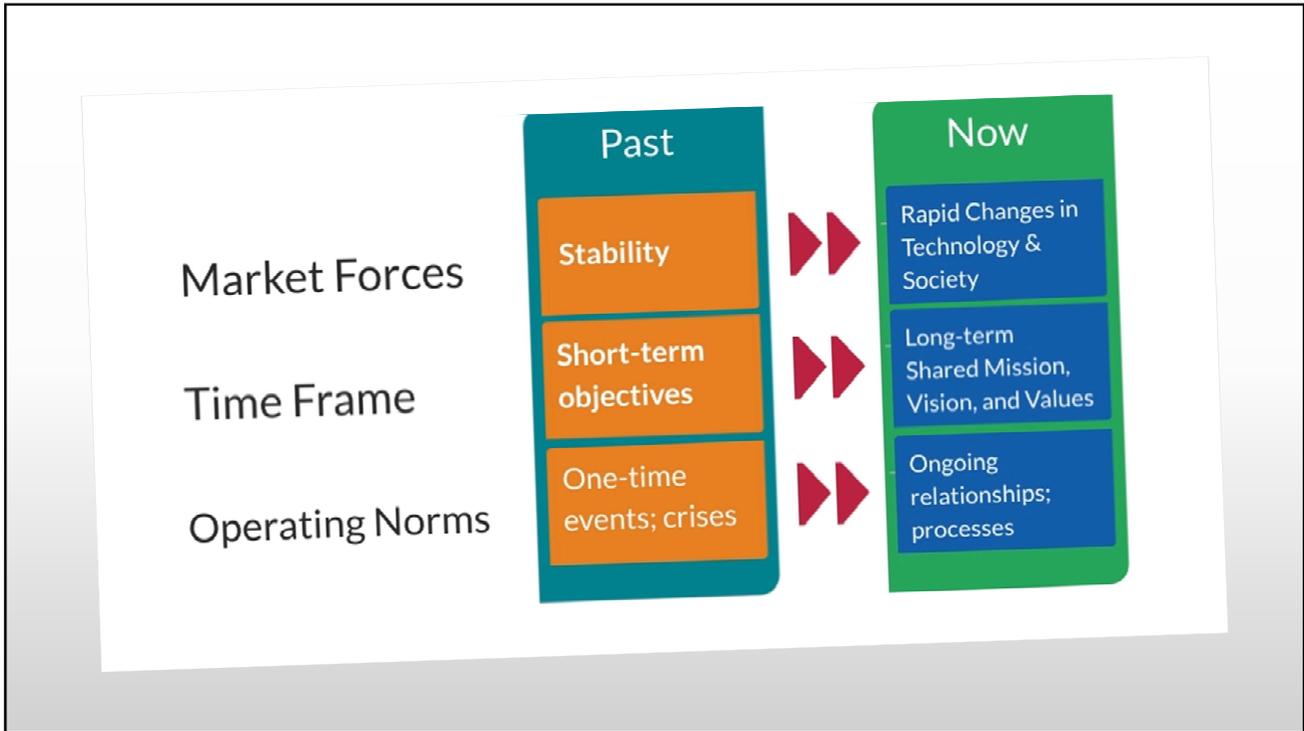
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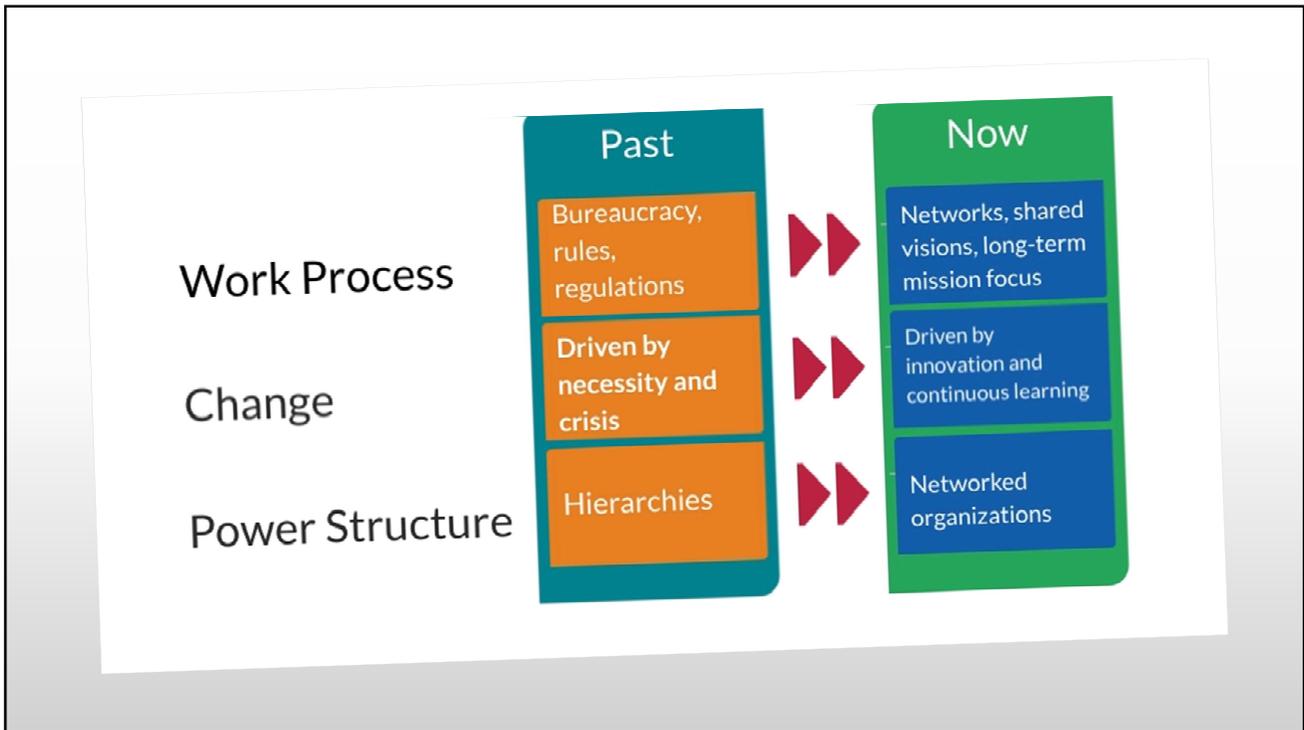
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<h2>Old Leadership Approach</h2>	<p>Executive/Executive</p> <ul style="list-style-type: none">• Decide for people <p>Managers/Supervisors</p> <ul style="list-style-type: none">• Control people <p>HR Professionals</p> <ul style="list-style-type: none">• Measure people performance and discipline
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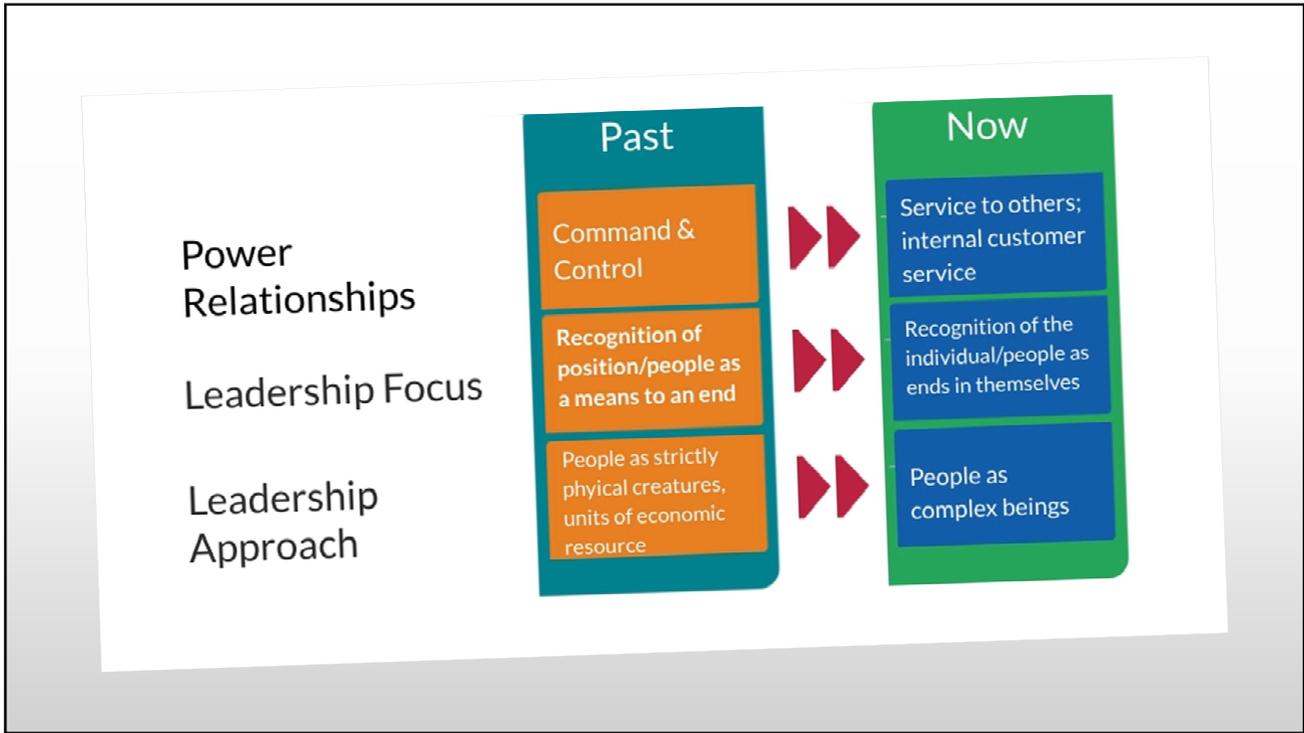
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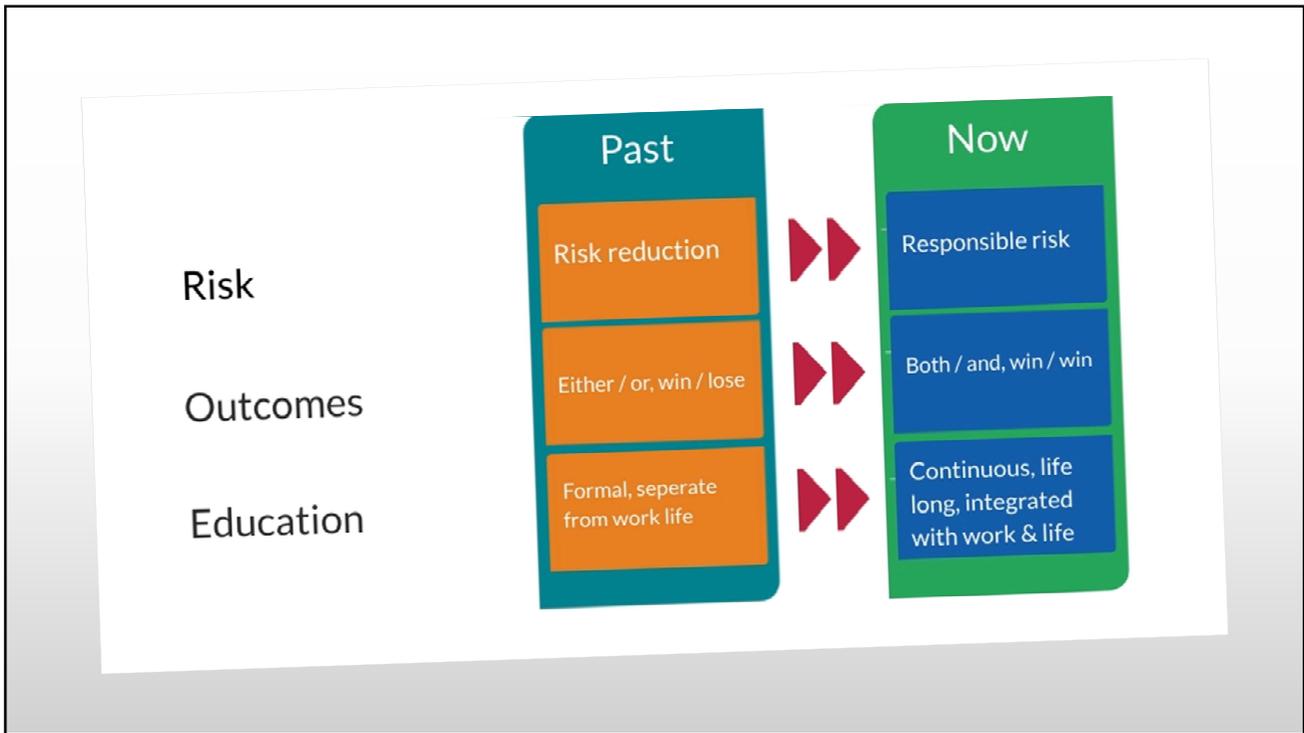
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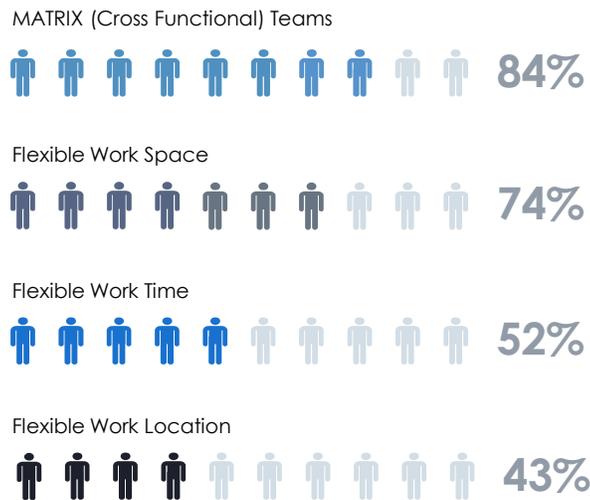


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Organizations Are Changing



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These changes are leading to:

Distributed decision making

Employees becoming their own bosses

Agile workers

Problem solvers

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Radical changes

From top down to bottom up

To trust or control

Recognition and meaning = value

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Today's Provocative Question

“What assumptions am I making, that I’m not aware that I’m making, that give me what I see?”

Paolo Gallo—World Economic Forum Contributor—May 10, 2019

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New Leadership Approach



MOVE FROM
'ALIGNMENT' TO
'ATTUNEMENT'



BALANCE OF
HEAD & HEART



SHARED
VISION



VALUE
CONNECTION

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New Leadership Approach #1



MOVE FROM 'ALIGNMENT' TO
'ATTUNEMENT'

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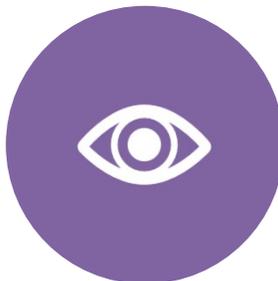
New Leadership Approach #2



BALANCE OF HEAD &
HEART

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New Leadership Approach #3



SHARED VISION

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New Leadership Approach #4



VALUE CONNECTION

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To Think About

- If we fence people in, we create sheep.
- We must...
 - seek to understand with our heads and our hearts,
 - help people find purpose,
 - promote trust and transparency over control.

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Remember...

Organizations and people move in the direction of the dominant conversation.

Matt Selker

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Today's Provocative Question

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