

DITCH YOUR COMMAND AND CONTROL



Isn't it time you ditched your old ideas about what being a manager actually means?

Are you always hearing about how as a manager, you are the root cause of everything from poor employee relations to high employee turnover? That's a pretty heavy burden for you to shoulder but the truth is: if you continue to take your management cues from a stereotypical sergeant major, you will never unshackle yourself from this reputation.

The command and control paradigm is still prevalent in a lot of organisations. In fact, our survey showed that **three-quarters of organisations** still have a very command and control leadership style. However, in today's fast-moving, highly changeable environment, where communication, creativity, innovation, decision making and teamwork needs to be as slick as possible, this type of company culture no longer works. You only need to look at the shockingly low productivity and employee engagement levels across many countries around the world to realise that if you want better results you need to change how you manage.

Are You Moving With The Times?

You may not be able to change the world, but if you want to move with the times, you can make a difference by the way you do things. You might be surprised at how far-reaching the results will be if you were to swap your command and control leadership style in favour of an 'Operational Coaching' style of leadership. 'Operational Coaching' puts enquiry at the heart of the dialogue between you and your team, your peers, your customers, your suppliers and even your own senior leadership team. Instead of taking all the burden on yourself in the misguided belief that you need to be all-knowing, you can create more of a shared culture by taking this 'Enquiry-Led Approach' (ELA®).

When you adopt an 'Operational Coaching' style of leadership you soon see more ideas coming from your team, improvements in the way people communicate with each other, higher levels of engagement, better relationships, more autonomy and accountability, and ultimately much higher levels of performance and productivity.



Improvement in team members being more engaged



Improvement in asking better questions more frequently



Improvement in personal productivity



Improvement in team members...
+ Solving problems themselves
+ Bringing solutions to issues

Typical Results after just 4 Months



What's In It For You?

When your team starts performing at a higher level you will be able to deliver much stronger results. You will also free up your time to work at a more strategic level giving you the chance to further develop your business. This will ensure you can always give your A-game and cast aside any doubts about your contribution. Your results won't go unnoticed by your leadership team either. In fact, they will quickly want to know what's behind your success. Just imagine what could be achieved if your leadership team gets on board and equips the whole 'management' team with 'Operational Coaching' skills - that's when you'll see your organisation's culture change too.

So, don't wait to be told what to do, "Stand at Ease" and call us now to find out how you can revolutionise your performance in just a few short months by taking an 'Operational Coaching' management style.

Notion is a global expert in behaviour change and coaching. To find out how you can develop the 'Operational Coaching' skills you need to drive performance [click here](#) or call us for an informal chat on +44 (0)1926 889 885.

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