

Motivate your manager!

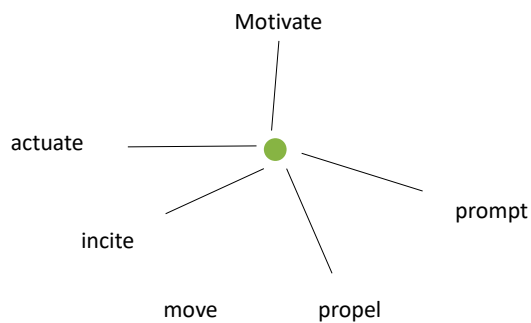
**Help your manager help you
make us all successful!!!**

*Dr Lynda Bourne, PMP, FAIM
Stakeholder Management Pty Ltd
Melbourne Australia*



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Motivate...



NOT JUST FOR STAFF!!



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We know what motivates teams!

- Empowerment
- Acknowledgement
- Information
- Learn something about their personal life
- Try not to steal their personal time



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WE MUST LEARN
TO NOT ONLY TO
HELP OURSELVES

BUT

HELP OUR
MANAGERS HELP
US



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Why is managing upwards difficult?



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The paradox of leadership



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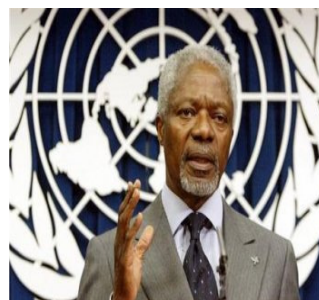
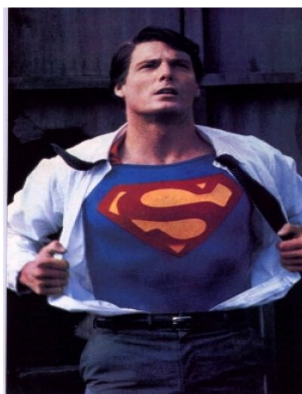


Leaders have to make decisions



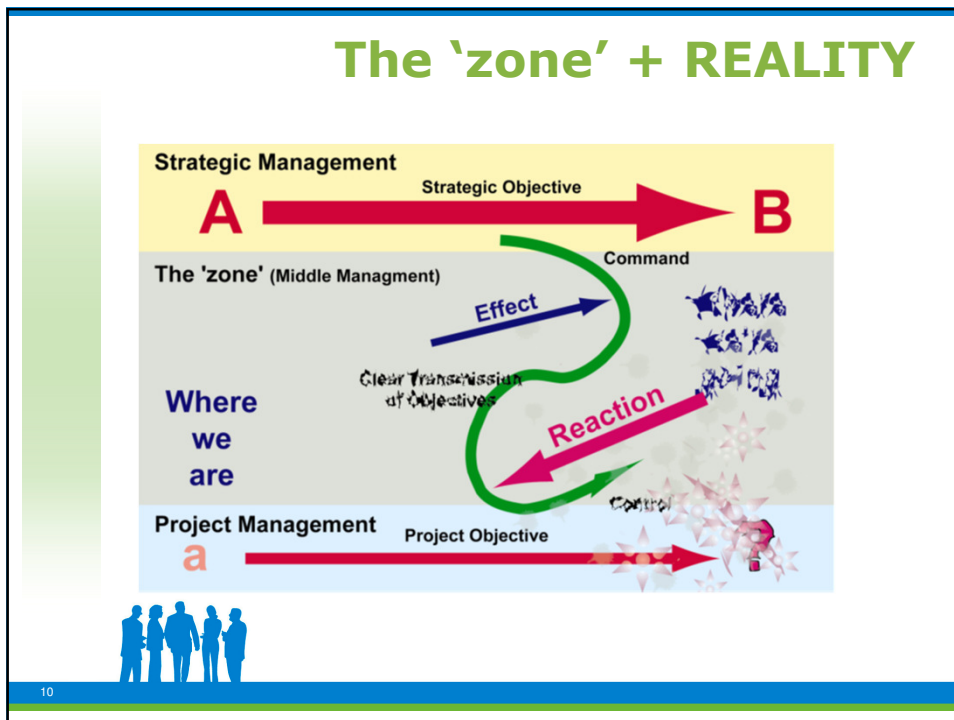
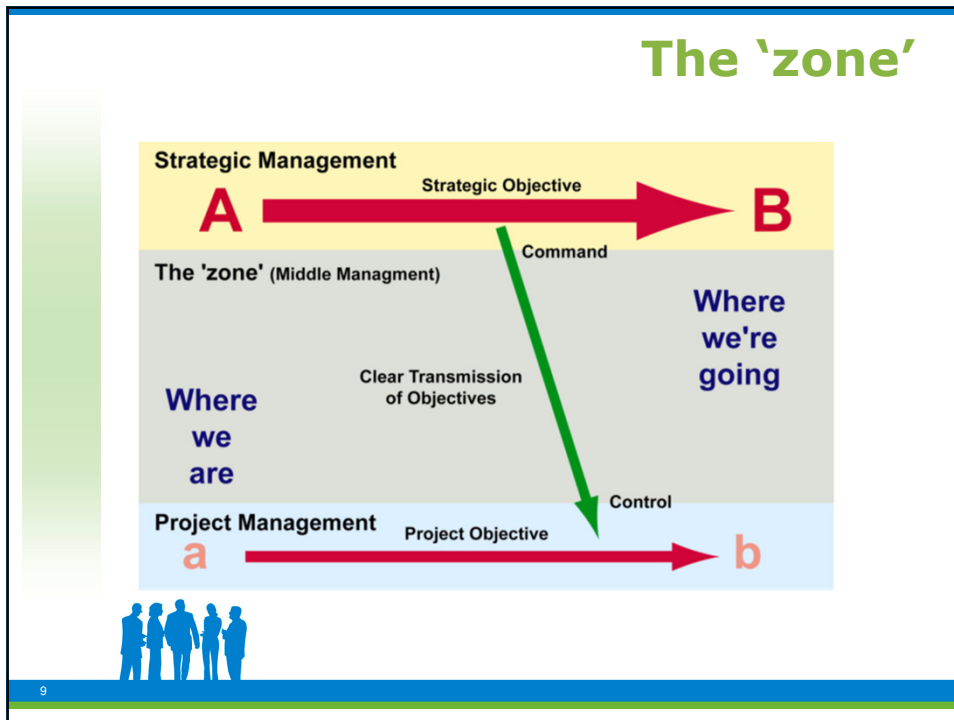
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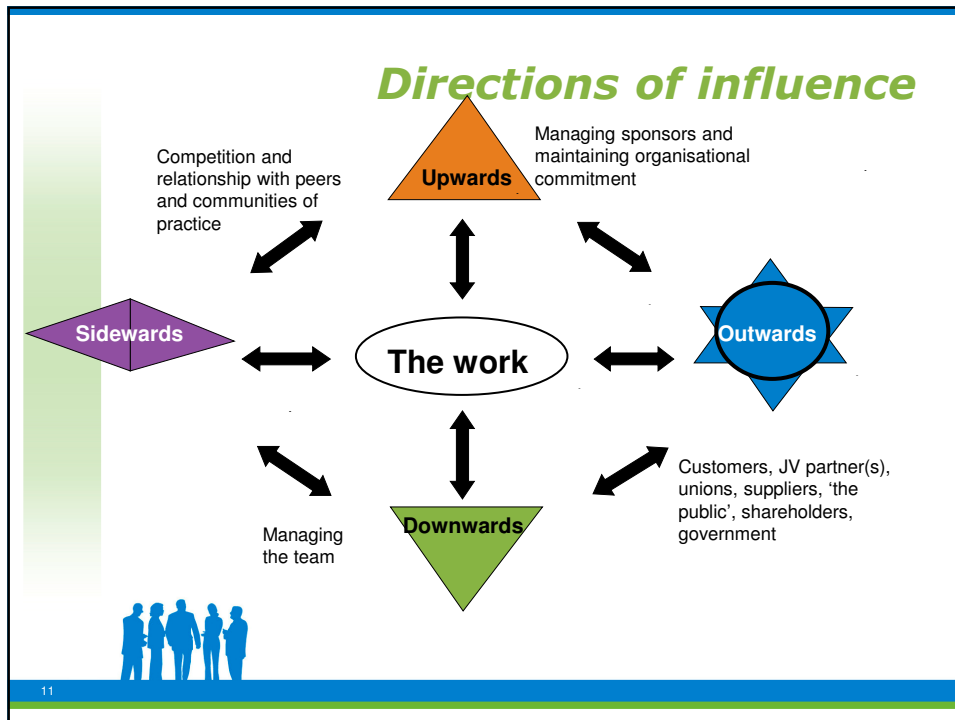
The manager's dilemma



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House of Commons enquiry (2008)

- **Willie Walsh: CEO then**
- **'steam-rolled' implementation**
- **Industrial relations issues**
- **"no bonus 2008, 2009, 2010"**



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Communication and information

- Purposeful,
- Targeted
- Appropriate
- Monitored for effectiveness
- Culture



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Culture



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Diversity

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Social Media

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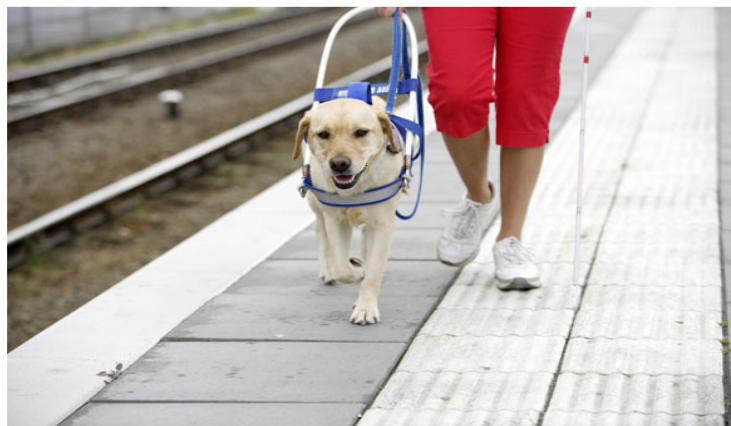


Training your manager



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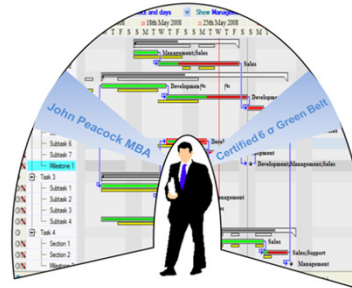
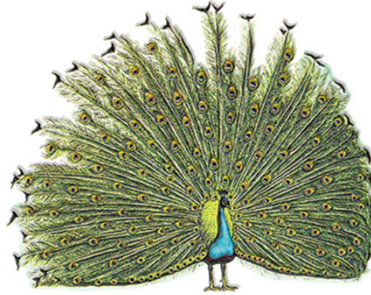
Intelligent Disobedience



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The Peacock and the manager



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Rattlesnake:
political; protectors of territory; eternal bluffers

Triceratops:
satisfaction from seeing change fail ('the only sane ones')

Lion: *in charge; and feared; defeating a challenger*

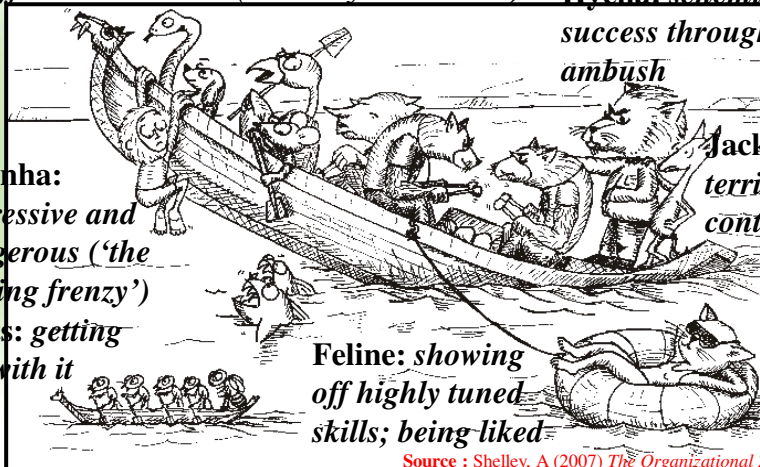
Hyena: *scheming; success through ambush*

Piranha:
aggressive and dangerous ('the feeding frenzy')

Ants: *getting on with it*

Feline: *showing off highly tuned skills; being liked*

Jackal:
territorial; controlling



Source : Shelley, A (2007) *The Organizational Zoo* www.organizationalzoo.com

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How the organisation can help

- **Support the transition to the 'C suite'**
- **Building the sponsor culture**
- **Removing the idea of 'risk = bad news'**
- **Acknowledge that it takes time to engage stakeholders**
 - *People, funds, training*



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Summary

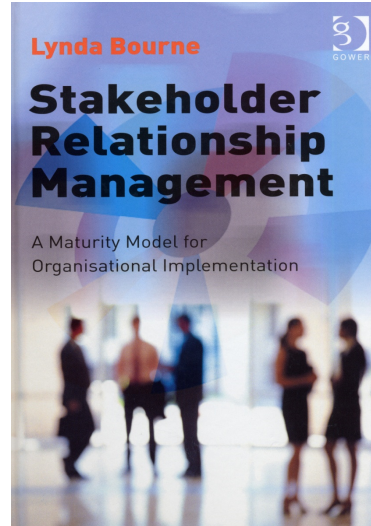
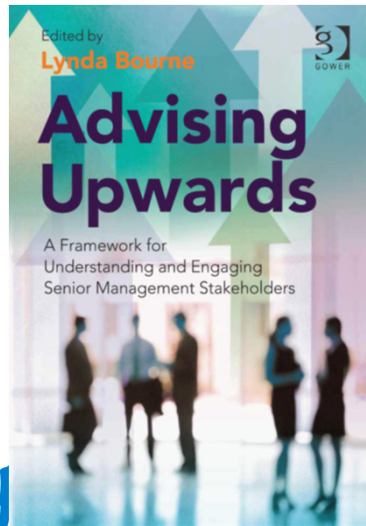
- **How to motivate your managers?**
- **Understand their drivers and expectations**
- **Credibility and trust**
- **Information, information, information**
- **Know that there is no *silver bullet***
 - *Just strong sustainable relationships*



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A shameless plug!!



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