



# Managing Up in the Top Down World of Business

Presented by

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I'D LIKE TO KICK OFF THE  
PROJECT BY ASSIGNING  
BLAME FOR ITS  
EVENTUAL FAILURE.





# Prepare for Success!



# Really???

Holy Cow...Did they *really* just give me the job I asked for?

# Managing Up



# Decode Your Boss' s Management Style

1. Gather information
2. Assess *your* needs
3. Create a relationship that works for both parties
4. Maintain relationship



# Volatility: New Workplace Norm

- Departments merge
- Meet your new boss...again
- Boss of a colleague







# Office Politics

- How work *really* gets done in the office





# Three Ways to Build Trust

1. Make and keep commitments
2. Be consistent
3. Be respectful



# Shine the Light on Others

- Complement staff in front of others
- Invite boss to celebrations
- Have staff present to executive team



# Managing Across the Organization



# Building Productive Relationships

1. All Relationships are built on trust
2. First impressions count
3. Jump in to help co-workers out
4. Be respectful
5. Flex your style
6. Listen more, talk less



# Respect Vs. Love





# Tooting Your Own Horn

## Myths:

1. Your work speaks for itself
2. People won't like you if you brag
3. It's not ladylike to brag





# Manage Your Own Performance

- Prepare your own review
- No news is *not* always good news
- Ask for periodic feedback







# There's a New Boss in Town





# Younger Bosses-Older Workers

Age	Percentage
35 or older	43
45 or older	53
55 or older	69

Source: Career Builder Survey



# Nurturing relationships





# Summary

## Navigating in the Top Down World of Business

Decode boss' s management style	Respect always trumps love
Volatility in workplace is new norm	Toot your own horn
Understand office politics	Manage your own performance
It' s all about trust	Integrate the generations
Shine the light on others	Nurture relationships



# Questions





# How to Reach Us

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- Website: [www.yourhrexexperts.com](http://www.yourhrexexperts.com)
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