

How to ... Be a supermanager

By [Margaret Harris](#)

7 Jun 2016

Quality management can make all the difference to how well a company copes in tough times; after all, people do not leave bad companies, they leave bad managers.



© Jozef Polc – [123RF.com](#)

Stephen Asbury, CEO of Frontera consultancy, says a manager's success depends on the team's success. "Your career will flourish as your team flourishes."

He has the following advice on how to be a better, or even a super, manager:

- Know why you work. Of course you need to earn money, but many studies have shown that feeling that you are making a difference and getting some acknowledgement helps us to enjoy our work more. "Acknowledgement, autonomy, achievement and a sense of accomplishment are powerful satisfactions. Recognition builds confidence and self-esteem. Career advancement, personal growth and healthy relationships at work are all key ingredients to a fulfilling life at work."
- Recognise that each member of your team thrives on their own mix of factors. "If you want your team to fly, you need to do whatever is in your power to satisfy each person's unique set of motivations."
- Make sure everyone knows what they are required to do. Do not assume they do. Then hold them accountable for that job.
- Provide fair, regular feedback. A daily "well done" or "a little more effort" can help keep employees engaged in their work.
- Have regular meetings, but keep them short and productive.
- Address disagreements between team members - or with you - as they happen so they are not able to fester. "Try to resolve conflicts in a straightforward way that doesn't demoralise."

Source: *Business Times*