



Tip Sheet by De Backman-Hoyle

The Because I Tell You To Manager

“Some of our managers seem to think they are entitled to get other parts of the business to respond to their urgent requests and then criticise other colleagues from other parts of the business when they don’t get the response they want”

What can we do to influence these managers to build relationships so they can influence and persuade more successfully?



Most people will have a low tolerance towards such characters often happier to see such a manager leave a conversation rather than join a conversation.

The sad thing is there are still such managers that think they can go around throwing their weight and everyone will

jump to their demands, seriously it is so 1980’s!

Managers such as these have no or low political intelligence and are often the topic of cynical conversation of their own staff and or other staff. Like politics, workplace politics is no different, you will have supporters and opponents the problem is when you have far more opponents than supporters you are in trouble. Again like politics when your opponents don't tell you they are opponents to your face you may confuse the absence of feedback as thinking they are supporters - now you are really in trouble.



Some managers need a big reality check when it comes to the truth of the political landscape but if you are not the one to provide such feedback try these less risky approaches.

Suggest to your manager that it may be a great idea to seek feedback from other departments in advance and tackle any objections of the proposal through considered scenario planning rather than deal with it 'live' and in an ad hoc way. Practice and review before a negotiation – suggest this as a coaching activity for you.

Discuss the different styles of the people you need to influence and how adjusting to accommodate those styles may be an advantage to getting the results you may need to achieve.

Set up a social gathering without a business agenda where people can just get to know each other and explore similarities rather than always focusing on the differences that business pressures can create.

Suggest your manager just drop by and say “hi” to those you know are currently silent opponents perhaps with the purpose of checking in to see how ‘we’ are assisting their part of the business and is there anything else we can do to support them.

Don't expect your manager to change overnight, build up the courage to provide bite size feedback that releases the reality of the political landscape, if you do care about your manager then tell them you need to let them know because you care.

This tip sheet is part of the skills training that is covered in the Making Managers Matter programs.

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