



PROBLEMS PREVENTING EFFECTIVE LEADERSHIP

As a technician, I enjoyed my achievements in that role for years. Recently I gave in to my management teams offer taking on a supervisory position. The money is nice, but I lack the confidence to move forward. How can I become an effective supervisor?

A 2015 Harris study surveyed 1,000 employees on this very issue with results that pointed out the top problems preventing effective leadership. Most frequent to least frequent complaints are:

- not recognizing employee achievements (named by 63% of the participants.)

- The list goes with not giving clear directions
- not having time to meet with employees
- refusing to talk to subordinates
- taking credit for others' ideas
- not offering constructive criticism
- not knowing employees' names
- refusing to talk to people on the phone or in person
- not asking about employees' lives outside of work (listed by 23% of respondents)

This list points to a deficit in 'emotional intelligence' skills.

<https://hbr.org/2015/06/the-top-complaints-from-employees-about-their-leaders?autocomplete=true>

Some supervisors and managers can work through items on this list and do quite well. Others can best use training, reading and even individual consultation with behavioral health experts to strengthen emotionally intelligent responses. Feel free to use the EAP counseling benefit to get coaching for yourself as a leader. Connections staff will also be happy to recommend more extensive efforts to enhance these skills for leaders in your organization.

Leadership Orientation Session B

Watch for Upcoming Classes

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.