

Leadership

Written by Randy Will



I was recently reading an online report by the Gallup organization called "State of the American Manager: Analytics and Advice for Leaders."¹ What struck me was some of the statistics that came up in the report.

- Only 30% of US employees are engaged at work.
- The percentage of engaged employees has changed little in 12 years.
- Managers account for at least 70% of the variance in employee engagement scores across business units.
- Organizations fail to choose the candidate with the right talent for management 82% of the time.

These numbers are frightening. They allude to a fact we all know. There are a lot of bad managers out there. Think for a moment. I'm sure everyone can remember a time when they worked (or are working for) a bad manager.

If we look at the data and we're in a leadership position it also says that about 82% of us don't have the talent to be a good manager. Think about that. About 4 out of 5 managers don't have the talent (knowledge, skills and abilities) to measure up and be a good leader.

If you're not training your leaders, you're preparing yourself for failure. Your turnover is higher than it should be and your results are not what they could be. Playing the "sink or swim" strategy when you promote a leader leads to many bad results. If you'd like to discuss this more, give us a call.

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