



## Get an MRI for Your Managerial Approach

By Jim Vasconcellos

So you probably don't think you need a managerial makeover. But, here a few subtle signs that may tell you otherwise...

- Employees walk the opposite way at the sight of you
- There are 'meetings' after your meetings
- 'Doing it right' requires your personal attention
- Your team's idea of problem solving is their index finger
- Your mantra is 'It's hard to find good help'
- 'Information Sharing' is bickering and backstabbing between breaks
- Your first thought was 'MY manager needs to read this article!'

A managerial makeover requires more than a mirror. It requires an **MRI: Managerial Reconstructive Investigation**. It might sound painful but you need to scrutinize the inside to get the results on the outside. If you desire peak performance from your team, you better step into the MRI booth. It's a tight squeeze so you might want to leave your ego at the door!

To change your results, an MRI requires that you honestly answer a critical question:

*To what extent am I creating the problems I don't want?*

Admitting that you may be the source of the problem is the start to resolving the issues within your workplace. If you can't see minimal results and poor performance as a product of your management approach, your name will blend into a long list under the heading 'management mediocrity.'

Some of our poor management tactics are acquired through osmosis. We tend to assume certain tactics are acceptable by observing the management skills of others. A client once shared a story with me about one of his managers that locked the door at the start of a meeting to teach a latecomer a lesson. This forced the latecomer to knock on the door and disrupt the entire meeting. Needless to say this person was never late again. My client felt this tactic was acceptable since it produced the desired result. The problem is that the underlying message to the entire team is that if you do something the manager doesn't like, you too will be humiliated into compliance. Just because an action appears to produce an immediate desired result doesn't mean it's the best and/or only course of action.



The managers you worked for while making your way through the ranks may not be the role models you want to follow. Scrutinize your actions. What does the x-ray say? Do your actions build confidence – exude professionalism – build relationships – create trust – portray leadership?

Remove the roadblocks that impede your team from performing. Use the MRI approach to reassess your management skills and lead your team to peak performance.



Jim Vasconcellos is a professional speaker and author of *Living by the Boomerang*. He created **Boomerang Concepts** to inspire audiences to return better results by changing the way they approach life's daily challenges. To book Jim V. for your next conference, call 678-427-5063 or go to [www.BoomerangConcepts.com](http://www.BoomerangConcepts.com)