

Leading and Managing from the Middle

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Introductions

1. Name
2. Where you work and your role
3. Your greatest challenge related to this topic

Team Management

1. Which management direction is the most challenging for you? Up, down, across, or diagonal?
2. What do you do to demonstrate your appreciation and respect for your direct reports?
3. What have you found are some of the most effective means of providing feedback?

Vision Implementation

1. Who sets the vision in your organization? Have you ever dealt with a situation in which there was a conflict between the vision of upper management and the perspective of individual contributors? How did you handle this as a manager?
2. How do you view your role in managing change?

Creativity and Practicality

1. How do you balance your time between the practical, day-to-day matters and new initiatives?
2. How do you make room for creativity and innovation in your work?
3. What have we not covered that you would like to discuss?

Resources for Leadership and Management

- [Coaching for Leaders](#)
- [History Leadership Institute](#)
- [The 80/20 Rule or Pareto Principle](#)
- [The Management Center](#)
- [John P. Kotter, *Leading Change*](#)