

How to Place Better Bets on your Managers (or Yourself) by Investing in Leadership Competence

Scroll to the QR code access below to 3 related documents for a deeper dive.

1

Team Productivity and Performance Require Leadership Excellence

- According to recent research, 70% of a manager's time involves communication.
- The presence of engagement and fulfillment are the source of increased discretionary effort and loyalty. The research shows that some leaders can even have an excellent "inner compass" and still not effectively lead their people to sufficient fulfillment to achieve discretionary effort and loyalty.
- Team Productivity and Performance is addressed in the

[Executive Guide, 7 Costly Mistakes Executives Make that Cause Productivity, Performance and Profits to Suffer... and People Suffer Too](#)

2

Turn-over: People Leave People!

- Gallup's 2023 annual report headline read, "Employee Engagement is STILL Terrible!" Nearly six in 10 employees are **actively disengaged** or are **quiet quitting** (psychologically disengaged from work). The cost of this disengagement in 2023 was \$8.8 trillion dollars, or 9% of global GDP.
- The Great Disenfranchisement, dis-engaged employees, Quiet Quitting, or the newest Slashing (employees have multiple jobs outside their main employment) require a focus on a manager also being a leader, meaning being someone team members **want** to follow.
- Turn-over is too little, too late, and expensive. To solve for turn-over, read the

[White Paper, Unlocking Ideal Financial Performance Through Leadership Mindfulness](#)

3

Excellent Leaders Bring Both Head and Heart to Inspire Individual and Team Performance

- According to the research (Korn Ferry, 2024), seasoned managers are feeling the gap between how they lead and how they need to lead. They report being too tired from trying, or lacking the development support from their leadership, and they don't know how to pivot.
- The deep leadership fatigue creates such a palpable gap in effectiveness that 71% of CEOs report experiencing "imposter syndrome," meaning they don't believe they are capable of being the leader their title suggests they are.
- The antidote is more heart; more connection with team members, particularly those under 40 whose discretionary effort depends on being related to their manager. To learn more about this latest research, read the

[Essay, Could Engaged Leadership Inspire Employees Under 40? YES!](#)

Schedule a demo of leadership paradoxes [here](#)

