



# MANAGING UP

**Great leaders meet the expectations of their superiors while accomplishing great things beyond that. Failure to support the hand that feeds you can be detrimental to growth and impact.**



## How Does it Work?

Hierarchy exists in organizations to progress their vision to serve their customers. Those who are higher up are given greater responsibility to make specific impacts. Leaders must recognize the needs of their customers/superiors and make an impact to where it matters.



## Impact of Not Managing Up

- You fail to meet expectations.
- You are passed for promotions and other opportunities.
- You do not know what you need to do to make an impact.

## Why Managing Up?

- You have conflicts with your manager.
- You want to strengthen this crucial relationship.
- Your manager has indicated performance issues about you.
- You feel you are not in the "inner circle" with your manager.
- Gain clarity about what matters to your manager in terms of performance.
- Gain awareness about the quality of the relationship.
- Improve communication you're your manager.