

How to cultivate the self- managing employee



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A large, horizontal, pink brushstroke graphic with a rough, textured edge, resembling a paint stroke. The word "Agenda" is written in white, italicized serif font across the center of the stroke.

Agenda

- ✓ Confessions from a lousy manager
- ✓ Benefits of a self-managing employee
- ✓ Drawbacks of a self-managing employee
- ✓ How to hire
- ✓ How to cultivate a self-managing employee
- ✓ How to manage a self-managing employee

A large, irregular pink brushstroke shape serves as a background for the title text. The stroke is thick and has a textured, hand-painted appearance with some darker and lighter shades of pink.

Confessions from a lousy manager



Fail

Work from home

Self-motivated

Love to learn

A large, irregular pink brushstroke shape serves as a background for the text.

*How do we solve for this
equation?*

Passion + Freedom = self-management

Benefits of a self-managing employee

- They start the day knowing what they have to accomplish
- They are highly productive
- They seek responsibility
- They have a passion for technology work

Drawbacks to the self-managing employee

- They work in a bubble
- The manager has to keep ahead of them
- Requires care and feeding
- Gets bored easily

How to hire

Seeks independence

Loves to learn

Explains why they need independence

Reason for leaving previous employment fits with these ideas



Features



Organizer

SOP creator



Responsible

Onboarding
expert



Independent

Policy reviewer



Learner

New skills
development

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We can cultivate



Things we can't change

- Organized
- Responsible
- Independent
- Learner

Things we can

- Opportunities to use their innate skills and improve upon them



Cultivating organization

- Suggest use of calendar
- Make a list of must-do's
- Skill training on prioritization
- Morning meet: what's your priority for today?
- Culture of documentation

Cultivating responsibility

- Assign projects they will be successful at
- Ask for progress reports
- Praise



Cultivating independence

- Make sure they understand your business culture
- Defer to them on some issues at client meetings
- Ask their opinion



Cultivating learning

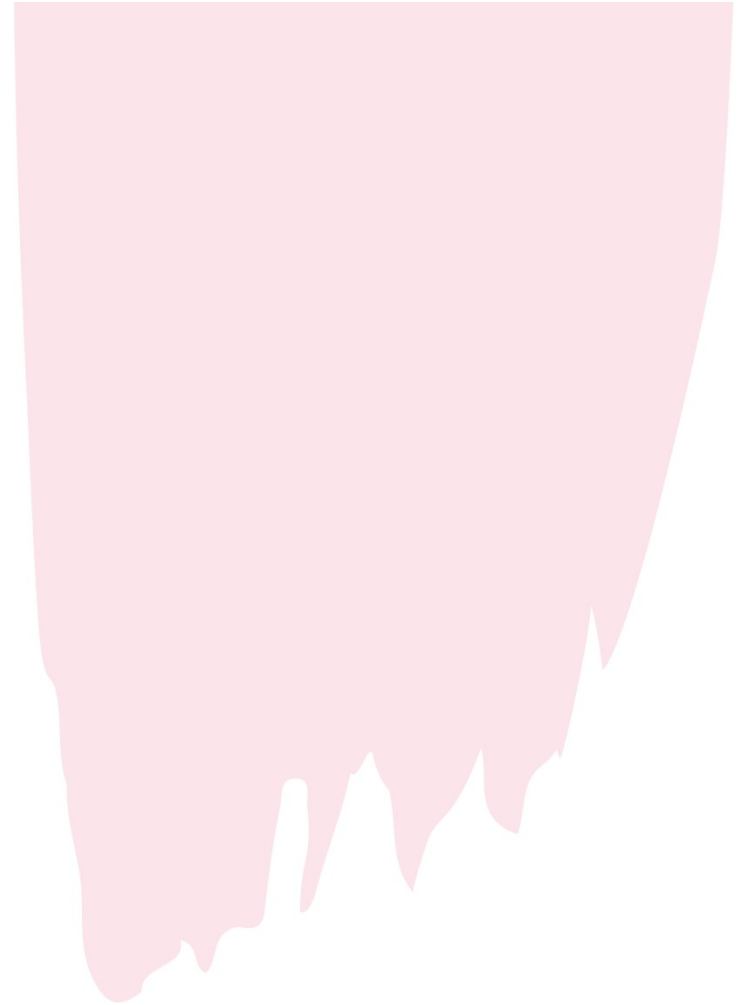
- Group learning
- Teach exam taking
- Set a goal
- Don't make a big deal about failure
- Celebrate and reward



Praise

TEAMS APP

HASHTAG #BELIKESTEVE



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