

Best Practice Workshop

Hire Good Managers Each Time

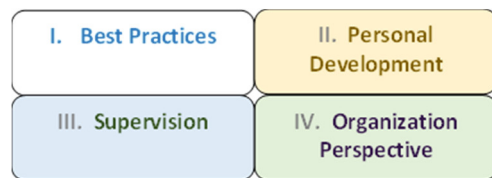
The Milwaukee Model of Manager Development

Date
Time: (75 minutes)
Location

Sponsor
[sponsor logo]

Hiring a **bad manager** is bad. Promoting the **wrong manager** is bad. But **good managers** can be absolutely transformative.

The four-quadrant Milwaukee Model finally makes the manager's job clear. It makes development and succession consistent and fair, which builds trust and collaboration—which strengthens retention and productivity. See the Model at www.theindex.net.



Your Peers: Executives who understand the value of a good boss

What You'll Learn: A Proven, Logical Way to Hire and Promote Great Managers

- How to use the Model's simple Self-Assessment
- How to create consistent programs for hiring, promotion, and development
- Learn how to set a great example as a boss to your team, however big or small

Intensive Peer Interaction

At tables with a facilitator and four peers, tackle three provocative questions after a short peer setup. A blog post (protecting confidentiality) will help put your best practice ideas to use.

1. *Story:* When did replacing a manager turn things around?
2. *Exploration:* Do your managers and executives think of management as a calling?
3. *Action:* How well do your management job descriptions and organization chart align?

Lead Facilitator



Derrick Van Mell is Principal of The Center for Management Terms & Practices. He's spoken across the US and in Europe and Asia, been Guest Lecturer at the University of Wisconsin-Madison and led programs at the Lubar College of Business. He's worked with hundreds of executives on governance, planning, and development. He's published dozens of articles on management and three books, including *Atoms & Orchestras: The Case for Standards-Based Management*.

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