

Best Practice Workshop

Build a Reputation for Trust and Inclusion

The Pledge of Managerial Power

Date

Time: (75 minutes)

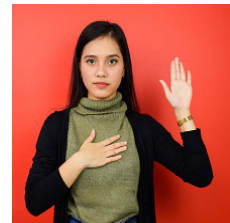
Location

Sponsor

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One sharp word, one glance, one day of neglect can ruin an employee's week.

Even a first-time boss in a three-person business has enormous power and can easily seem like a bully. *The root problem:* Most managers were never taught how much power they have. *The solution:* The one-page **Pledge of Managerial Power**. Its four core questions create a positive process for strengthening your reputation for trust, inclusion, and collaboration. Find the Pledge on the home page of at www.theindex.net.



What You'll Learn: Build a Foundation of Trust and Inclusion

- How to *do no harm* through awareness of the hazards of power
- Learning the 4 key concepts tests and 4 key questions in the Pledge
- Foster comfortable, constructive conversations about power and ethics

Your Peers: Experienced managers who genuinely care about their employees

Intensive Peer Interaction

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

1. *Pledge Question 1:* When was I recently reminded of the effects of my managerial power?
2. *Exploration:* How might people respond—initially and eventually—to the Pledge?
3. *Action:* How would you gently open a conversation about ethics at your company?

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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