

WHY GREAT EMPLOYEES LEAVE BAD MANAGERS

If you ask a room filled with people if they've ever left a job because of a bad manager, chances are you'll see a room filled with raised hands. Bad managers are the #1 reason why employees leave jobs. The day-to-day interaction between employees and bad managers, as shown here, is sad but common.

Gather your team and answer these questions with your manager, your reports, or your peers:

1. First, follow the new employee's experience over time, starting at the door at the top and moving counterclockwise. Read the quotes. As a manager or as an employee, can you relate to any of these scenes?
2. When the employee joins the company, he brings new ideas, talents, and passion. But the manager's task list doesn't tap into any of those qualities. What is the impact on the employee? What's the impact on the manager? How does this affect the entire team?
3. At the bottom center, the employee is trying to offer the manager new ideas, with not much luck. Why do you think this manager was unwilling to consider a new plan?
4. At the bottom right, the employee is asking other team members for help. How does a poor manager contribute to a lack of teamwork? What consequences may follow?
5. Over time, our poor employee becomes more disillusioned and disengaged with his work. What things could this manager have done differently to maximize this employee's potential and contribution to the team?
6. Ultimately, the employee escapes to work for a competitor. At the top, we see available talent watching his experience through the window. As the cost of turnover is high, what should the organization do differently to avoid this situation with the next new employee?
7. Notice that the manager is sporting an empty tool belt and that the sign at the left says that manager training has been canceled. Why do you think managers are often ill-equipped to lead people?
8. "Do great employees leave great companies that have bad managers? Or, do great employees leave companies that fail their managers?" In what ways did this company fail this manager?

