

The Management You Way: the 7 precepts of gaining managerial relevance

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Years ago I became disillusioned about the relevance of management training. Everything was focused on skill sets with only a fleeting reference to relationships, the emotional settings in which those skills are practiced or the dynamics of real-time situations. Slick packages delivered in slick presentations. Most of what was said just slid off the participants as they walked out the door. I had to find a new relevance for my teaching, or quit.

The *Management You way (MY way)* evolved out of that passion. It's about unleashing the heart and soul of what drives us every day. My experience is that people everywhere and in every job—the managers and the managed—are hungry and thirsty for meaning and relevance in their lives. The following seven precepts are embedded in all *MY* courses:

Everything is about relationships

John Donne wrote, "No man is an island, entire of itself..." We live in a universe defined by our relationships. With each other, with our family, with our organization, with our neighborhood, with our larger communities, with the environment, with everyone and everything. WE ARE CONNECTED. Everything gets done through networks of relationships. But, in our organizations we try to build and survive on islands, confident technology and our "hard skills" will be enough. We know from experience that those skills alone are woefully inadequate. Think about it: even our stand-alone computer technology had to evolve into relationships or networks before it really came alive. Reach out and be touched.

Be personally responsible for creating value in all your relationships

No one else can have a relationship for you. So you must take the personal responsibility for making all your relationships valuable. I define that value as what others get out of knowing and working with you. What's their payoff for including you in their network

of relationships? Only you can make yourself valuable: relevant. This is true in families, in communities, in your office suite or on your shop floor.

Be true to yourself...and be truthful

Be authentic—no games—no masks. Shakespeare penned, "to thine ownself be true." Know who you are, what makes you tick, what you value and why, what turns you on or off. Tell your truth whatever it is, and tell it kindly. Integrity and transparency matter. Integrity means being sound and incorruptible to your values. Transparency is the quality of letting others make the direct connection between your actions and values without you having to explain them.

Be excellent to yourself and to others

Don't confuse this with "be perfect." It won't happen. Be your best you. Treat yourself well. Good quality food, good friends, good habits, good health, good relationships. Remember, "garbage in-garbage out." Cut out the crap in your life. Live excellently.

Celebrate diversity, innovation and creativity

Status quo will kill you. *Status quo* never invented anything. It's the unusual, unexpected and odd that surprise and thrill us. Revel in it.

Do it now! Think in the future; live in the present

A Chinese proverb says, "a journey of a thousand miles begins with the first step." Life is an adventure in reality involving the whole person: physically, socially, emotionally and intellectually. Planning is great, but you must act today. Develop your relationship with the present. Show up. Engage!

Trust the force

There are physical forces all around that we trust: gravity, magnetism, light. Why not the pure energy of motivation, love and passion? People act on them every day. Why not go with the force instead of fighting it or pretending it doesn't exist?