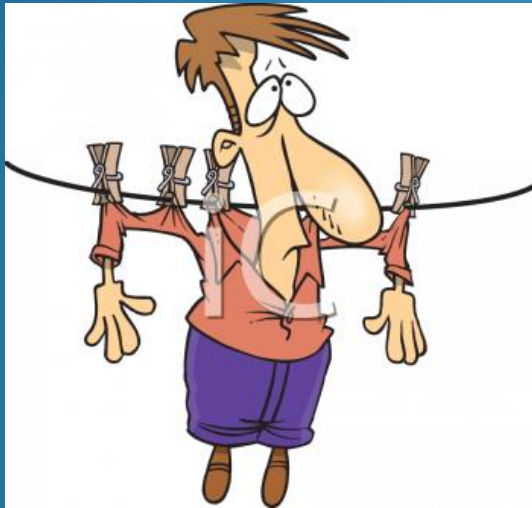


Boss Management

Understanding and working with Your Boss



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“ Successful Managers Develop Relationships with everyone they depend on – including the Boss ”

Managing Your Boss



- Title sounds suspicious or unusual.
- Mutual Understanding and dependence
- Boss needs Reliability, Co-operation & Honesty
- Boss are relied for setting priorities for obtaining critical resources
- Develop, Productive working Relationship
- Understanding your boss's strengths and weaknesses, priorities, and work style
- In fact: bosses are imperfect and fallible: they don't have unlimited time, encyclopaedic knowledge, or extrasensory perception not are they evil enemies.

Developing and Managing the Relationship

- Accept the fact that Boss can direct you
- Do not expect perfection
- Study Boss management style and find out what makes him happy
- Be responsive
- Never complain about your boss to others.
- Give a sincere compliments from time to time



- Be consistent and meet the deadlines
- Be honest to gain trust from the boss

- Boss has limited time, energy and resources: be wise to draw on these resources selectively
- Recognize that managing relationship with the boss takes time and energy



How to respond to Criticism from Your Boss

- Criticism as a valuable Information
- How to do Better
- Do not treat as personal attack
- Separate your personal ego from official Personality
- Control Your impulsions
- Do not react emotionally or defensively.
- Criticism is an opportunity to work together



- Consciously work to obtain good results
- How to work under pressure
- Be a wise subordinate
- Understand what is important and respond the way boss wants and prefers



Out comes of Boss Management

- A challenge – But feasible
- Better Performance and good understanding
- Improve your working life
- Job Satisfaction
- Faster & Better decisions
- Promotes more trust
- Discuss rather than confrontation
- Low personality conflict
- Dependence



Kinds of Difficult Bosses

A. Micro Manager :

- want everything very anxious
- wants control and seeks all details
- wants to closely manage you
- Does not want to loose control.

B. Procrastinator :

- Afraid of making wrong decisions
- Not well organized
- Wants to consult all others
- Wants more information

C. Idiot :

- does know anything
- Makes hasty decisions
- No knowledge or information



Continued...

D. Dictator :

- Authenticates
- Does not consult
- Has all answers
- Expect everything to be done his way

E. Abuser :

- Get upset & yells
- Physical threat or sexual harasser



Typical Indian Bosses

- Very diverse
- Loves Hierarchy
- Has key cultural and behavioural aspects
- Conscious of self & Success
- Extraneous Considerations
- Politically conscious strong Beliefs & Values
- Likes recognition & acknowledgement



- Emotional leadership
- Monitors progress from time to time
- Lacks confidence on subordinates
- Constant hand holding and thinking
- Don't give credit where due
- Play favourites
- Bend rules to suit their requirements
- Riding roughshod over juniors recommendations or suggestions
- Takes credit for hard work done by juniors





THANK YOU