

Management Point of View Template

Use this template to outline your unique perspective on management. This document serves as a framework for you to share your values, beliefs, and expectations with your team. Simply pick and choose, then fill out the sections that resonate most with you. You don't need to use all of them or any of them—focus on the areas you're passionate about. Create your own sections. Write your own thoughts. This is your Management Point of View, make it personal to you.

Personal

Choose topics that resonate with you, such as:

- **Family:** How do you prioritize family in your work culture?
 - **Health:** What are your thoughts on wellness and its role in productivity?
 - **Work/Life Balance:** How do you approach balancing professional and personal life?
 - **Hobbies and Interests:** Do you encourage team members to pursue passions outside of work?
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Leadership Style

Encourage writing on their leadership approach. Examples:

- How do you inspire and guide your team?
 - What values shape your leadership?
 - Are you collaborative, hands-off, or direct?
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Key Terms or Phrases

Share specific language you use to align your team:

- Unique terms or phrases that capture your approach to work.
 - Acronyms or frameworks that your team should understand and adopt.
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Tools and Frameworks

Detail tools or processes that help you manage effectively. Examples:

- Goal-setting techniques.
 - Systems for tracking performance or progress.
 - Methods for improving team efficiency.
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Beliefs and Values

Highlight the principles that guide your work and interactions:

- Foundational beliefs about teamwork, success, and leadership.
 - Core values that you prioritize in yourself and others.
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Focus Areas

Decision-Making: Your process for making choices as a leader.

Meetings: How you structure, lead, and optimize meetings.

Results: Your philosophy on goal achievement and accountability.

Career Development: Your role in helping team members grow.

Feedback: How you deliver and receive constructive feedback.

Team Building: Strategies for cultivating self-managing and autonomous teams.

Time Management: How you prioritize tasks and encourage productivity.

Innovation: Your approach to fostering creativity and new ideas.

Accountability: How you ensure ownership and follow-through within your team.

Adaptability: How you lead through change and uncertainty.

Communication

Define your communication style:

- Preferred methods of interaction (email, calls, in-person).
 - Expectations for clarity, brevity, and preparation.
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Conflict Resolution

Share how you handle disagreements or tough conversations:

- Do you address issues immediately or wait for the right time?
 - How do you ensure mutual respect while resolving conflicts?
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Celebrations and Recognition

Explain how you celebrate team and individual successes:

- Public acknowledgment versus private praise.
 - Regular rituals for recognizing milestones.
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Growth and Continuous Learning

Discuss your philosophy on development and improvement:

- Encouraging experimentation and learning from failure.
 - Supporting team members' professional and personal growth.
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Recommended Resources

List books, podcasts, or tools that have influenced your management style:

- Include any resources that have shaped your thinking or approach.
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This is your Management Point of View! Share it with new employees, people you interview, your manager, and existing team members on a quarterly or annual basis. Update this document as your beliefs and management style change.