

# Workforce Experience Conference

Guardianship & Growth

*Wed 30 April - Thu 01 May*  
*Denham Grove, UK*



## Bridging the Gap

*Reconnecting Line Managers  
and Senior Leaders*

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# Leaders are 000

**O**verwhelmed

**O**ver Interrupted

**O**ver Relied on

# Strategies: Bridging the Gap

Transparent and  
Structured  
Communication

Empowerment  
and Leadership  
Development

Collaborative  
Culture and  
Mutual Respect

# Bridging the Gap: Manager's Minute

You just learned one of your best team members is ***resigning, citing burnout and feeling unsupported***. Meanwhile, your regional director is demanding higher performance this quarter. You have limited ability to offer raises, extra staff, or extra time. You have 5 minutes before your next **team meeting** where this will likely come up.

- What would you **say or do first**?
- What would be your **biggest worry**?
- What **support** would you want from your own boss?

# Bridging the Gap: Assumptions Audit

**What do senior leaders often *assume* about line managers?**

What do they think managers are thinking?

What do they think managers are feeling?

What do they think managers can handle?

**What's *really* going on for many line managers?**

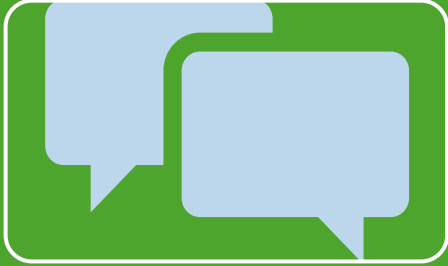
How are managers actually feeling?

What are the real challenges they're facing?

What support or resources might they be missing?

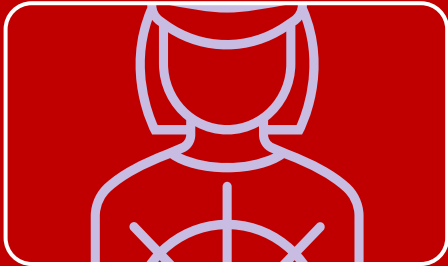
**Spot the Gaps: *What are 2–3 big "disconnects" you've noticed***

# Bridging the Gap: Self Assessment



## Transparent and Structured Communication

- What regular touchpoints are in place? E.g. town halls, structured 1:1 check-ins
- Are line managers regularly sharing concerns, insights, and feedback?



## Empowerment and Leadership Development

- Are you invested in leadership training to navigate strategic & operational goals?
- Do line managers have autonomy and decision-making authority?



## Collaborative Culture and Mutual Respect

- Do senior leaders & line managers view each other as partners?
- Is there mentorship and cross-functional collaboration a reality?

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