



## **Are you prioritizing the well-being of your managers?**

I've observed a concerning trend of managers expressing burnout, frustration, and a sense of inadequacy in fulfilling their professional purpose. This raises questions about how such issues can arise when managers play a pivotal role in shaping employee satisfaction, performance, and overall well-being. If managers themselves aren't experiencing positivity, how can a conducive work environment be fostered?

Based on my professional observations and research, prioritizing the well-being of managers promotes trust, transparency, and a sense of belonging. Managers who receive support dedicate time and resources to team development, boosting productivity, retention rates, and fostering open communication.

Managers carry a multifaceted workload, often working tirelessly to ensure operational excellence, staff well-being, and financial stability. Acknowledging their contributions, listening to their input, and offering support significantly enhances their overall well-being and resilience.

In the absence of effective managerial oversight, organizational alignment diminishes, leading to a range of problems. What strategies can be implemented to address issues of burnout, disengagement, and lack of well-being among managers?

Two questions are top of mind:

**1. Have you assessed whether your struggling managers are a good fit for their role?**

Employees are often promoted based on exceptional performance, but proficiency in their current position doesn't always translate to suitability for a managerial role.

**2. Does your organization have structures, tools, or systems in place to support managers with their everyday tasks?**

Many managers spend a significant portion of their time overseeing teams and managing their own workload, often sacrificing personal time to complete tasks. This can contribute to high disengagement, low retention rates, understaffed teams, and underdeveloped employees.

We can help you answer these questions and create trusted solutions. Click here to learn more <https://siroccocc.com/talent-optimization>