

Managers Development Group

RemarkablePractice
Helping Ambitious Accountants Humanise the Numbers

Welcome

12th March 2024

Humanise the Numbers

Challenge – Connect – Transform

Change

Today's objectives?

- Learn about self, first
- Then how that “self” might impact on others
- What does being a great manager look like?
- What else?

Where are we coming from with all this?

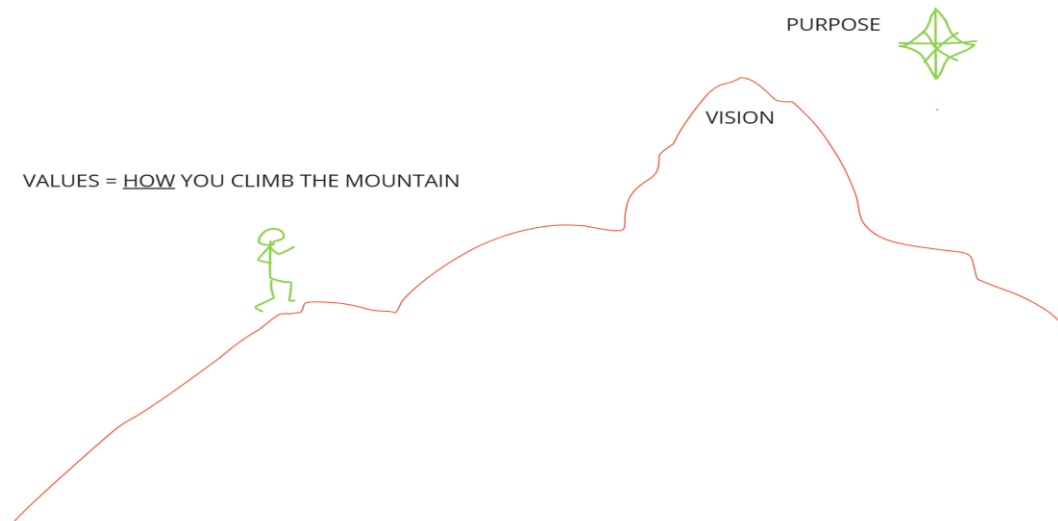
- We absolutely believe “Team first”
- Culture beats strategy every time
- How many firms, how many businesses, have a brilliant culture?
- Gallup Q12 survey measures employee engagement
- Get the right person in the right seat
- Play to strengths

Where are we coming from
with all this?

**The importance of Purpose, Values and
Vision**

The relationship between Vision, Purpose and Values

Vision, Purpose and Values



Where are we coming from with all this?

The importance of the manager

- 70% of all resignations are down to the immediate line manager
- 10% of all employees are fully engaged – UK average

Today's agenda

Session 1 – Learn about self, first

Session 2 – How do I behave as a manager?

Session 3 – How do I interact with others?

Session 4 – Action planning and next steps


Learning about self

Session 1

The most important relationship you
will ever have is the one with Yourself.

Emergence Positive

This is a journey, so
be patient with yourself!

A vertical rectangular image featuring a sunset over the ocean. The sky is a mix of purple, orange, and yellow, with the sun low on the horizon. The water is dark and reflects the colors of the sky. In the bottom right corner, a dark silhouette of a rock or cliff is visible.

**“ALWAYS REMEMBER THAT
YOU ARE ABSOLUTELY
UNIQUE. JUST LIKE
EVERYONE ELSE.”**

- MARGARET MEAD

This is a journey, so
be patient with yourself!

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flaws

beliefs

desires

strengths

personality

intentions

character

feelings

dislikes

values

likes

motivations

goals

habits

Self

Awareness

actions

tendencies

qualities

thinking patterns

perceptions

thoughts

passions

weaknesses

mood

sensations

needs

emotions

This is a journey, so
be patient with yourself!

Some self-analysis tools...

DISC profiling

Colour profiling

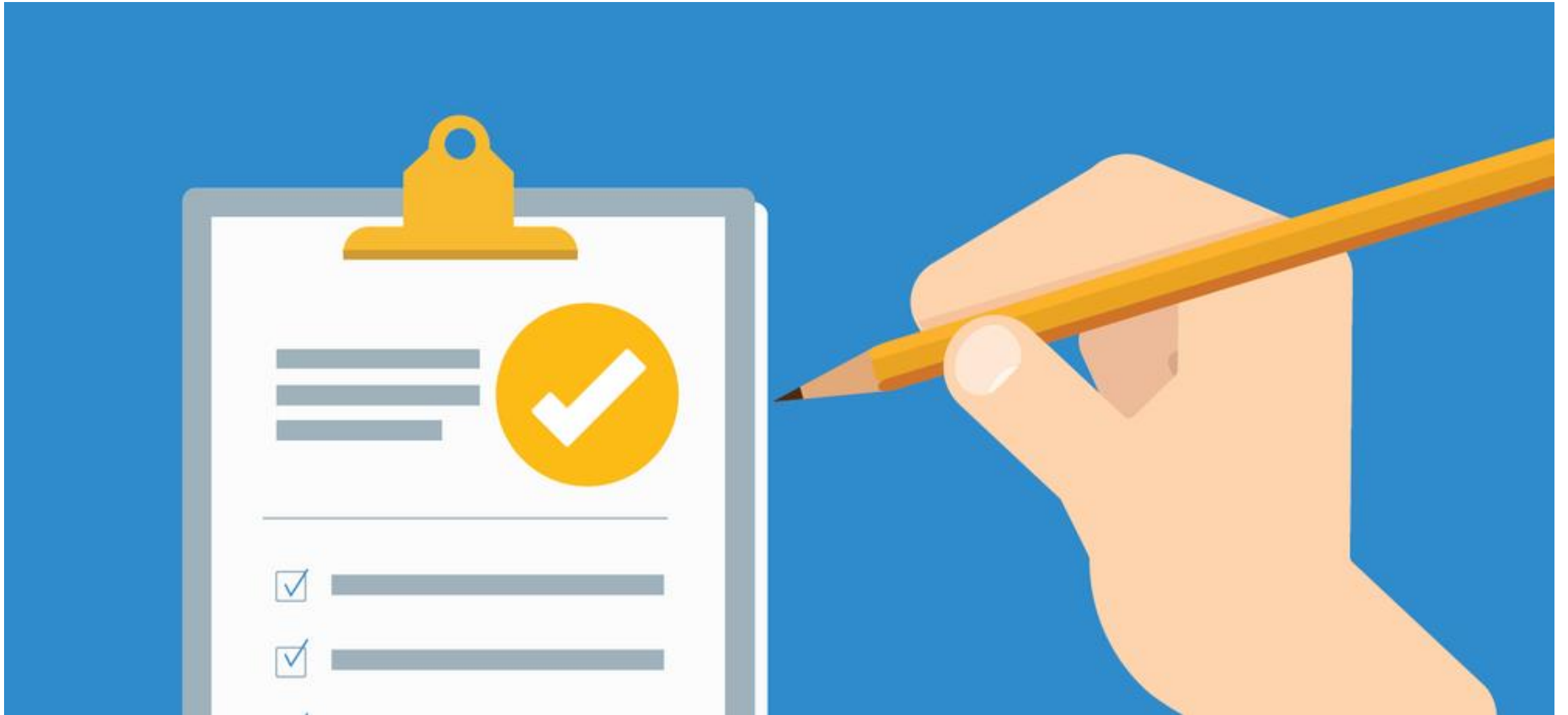
Myers Briggs

360 degree feedback

Personal drivers...

...and more!

Driver Questionnaire



Driver Behaviours

- 5 key behaviours
- All have all of them all
- +24 – Tendency
- + 28 – Dominant
- Productive behaviour
- Unproductive behavior
- Conflicting behaviour
- Good news, once we know we can change!

Drivers: from Transactional Analysis



Driver Questionnaire

			Scores +24 = Tendency; +28 = Dominant				
First name	Last name	Your firm's name	Hurry Up	Be Perfect	Please People	Try Hard	Be Strong
Robyn	Mclauchlan	Russell + Russell	26	24	25	22	20
Ann	McNally	Russell + Russell	28	32	27	24	21
Gillian	Howie	Russell + Russell	20	30	25	20	23
Jocelyn	Mather	Russell + Russell	25	32	31	23	23
Greg	Houston	Infinity Partnership	26	31	32	29	26
Andrea	Tomaselli	Russell + Russell	17	34	24	20	27
James	Sutherland	Russell + Russell	24	25	25	31	27
Joanna	Pioch	Brett Nicholls Associates	20	28	27	24	28
Jaclyn	Keenan	Russell + Russell	24	35	29	24	28
Kelsey	Lafferty	Russell + Russell	24	33	32	24	29
Mhairi	Galbraith	Brett Nicholls Associates	30	34	33	27	31
Chloe	Leslie	Infinity Partnership	25	36	30	31	31
Daniel	Breen	Russell + Russell	26	31	26	34	36
				Lowest			
				Highest			

Session 2 – How do I behave as a manager?

Think of the best manager you ever worked for. Specifically, which behaviours did you love about them?

How do I behave as a manager?

How do I behave as a manager?

Specifically, what do I need to change/stop/start to be a better manager?

Differences in terminology

Knowledge

Talent

Skills

Experience

Which one(s) do we recruit for?

Which one(s) *should* we recruit for?

Knowledge, Skills, Talent, Experience

The key, the secret?

1. Select for an individual's talent
2. Define the right outcomes for each individual
3. Focus on their strengths
4. Find the right fit for each individual

Session 3 – How do I interact with others?

Gallup Q12 survey – What does it measure and why is it important to our role as a manager?

00. How satisfied are you with your company as a place to work?

1. I know what is expected of me at work.

2. I have the materials and equipment I need to do my work right.

3. At work, I have the opportunity to do what I do best every day.

4. In the last seven days, I have received recognition or praise for doing good work.

5. My supervisor, or someone at work, seems to care about me as a person.

6. There is someone at work who encourages my development.

7. At work, my opinions seem to count.

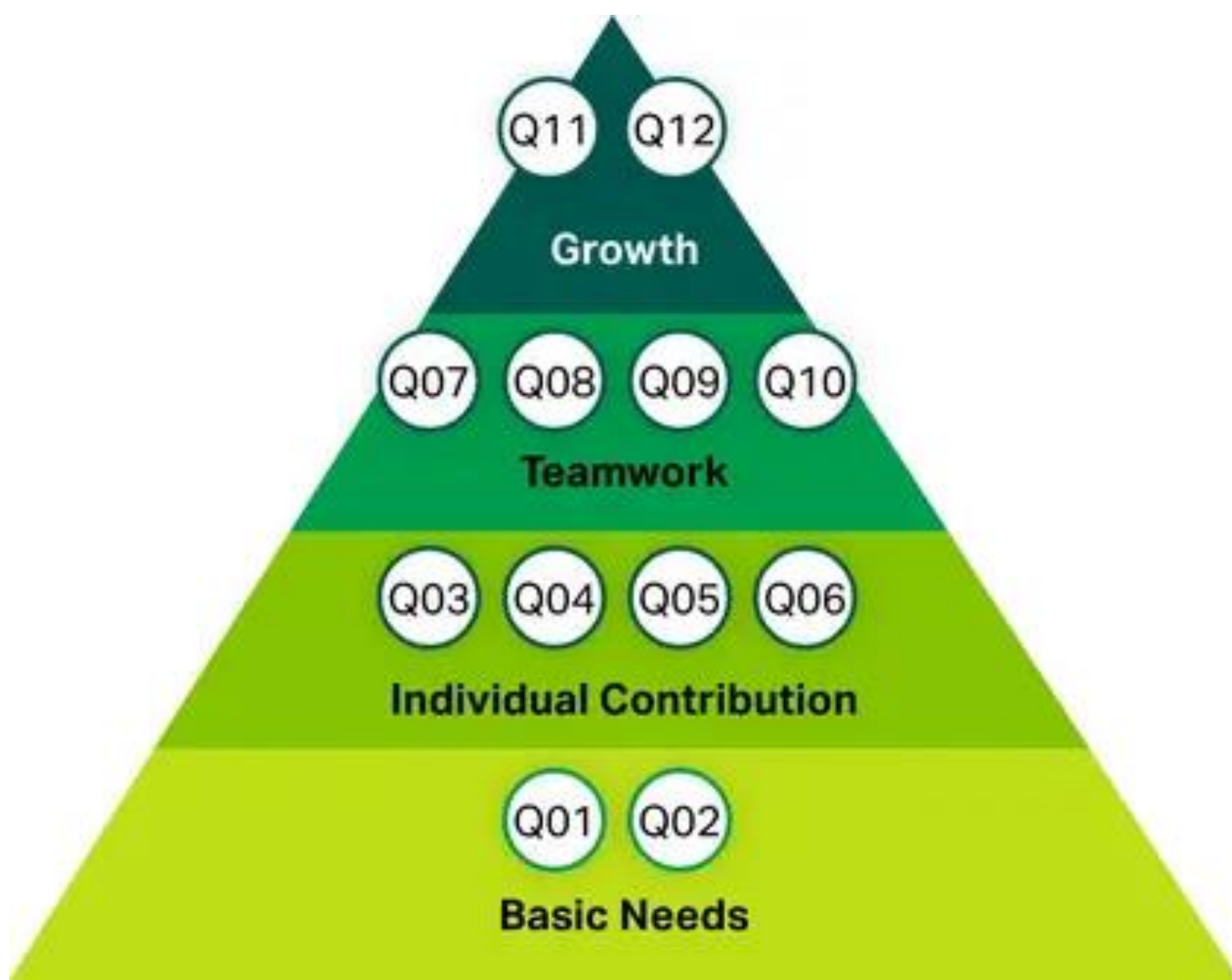
8. The mission or purpose of my company makes me feel my job is important.

9. My associates or fellow employees are committed to doing quality work.

10. I have a best friend at work.

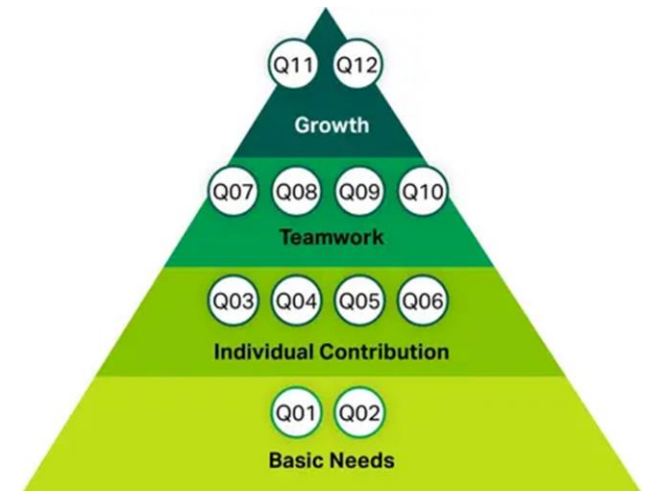
11. In the last six months, someone at work has talked to me about my progress.

12. This last year, I have had opportunities at work to learn and grow.



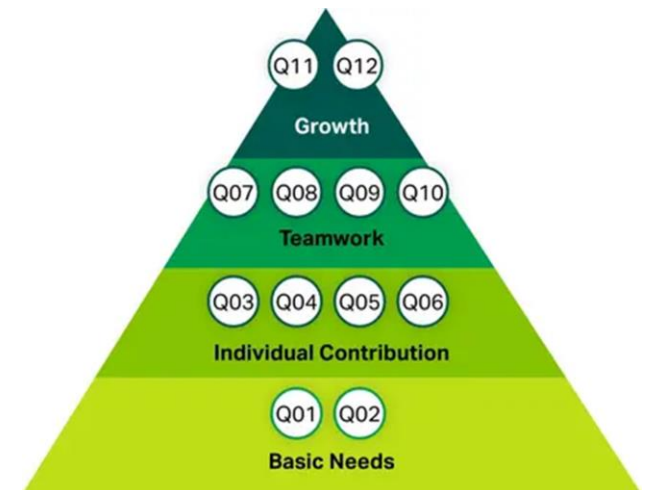
1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my work right.

What do I get?



3. At work, I have the opportunity to do what I do best every day.
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What do I give?



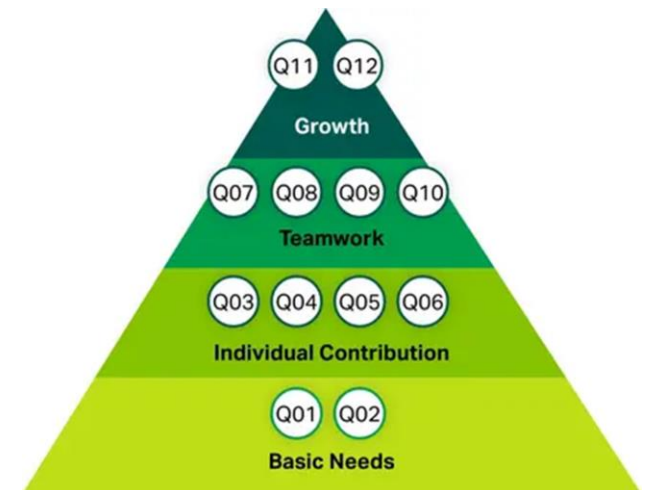
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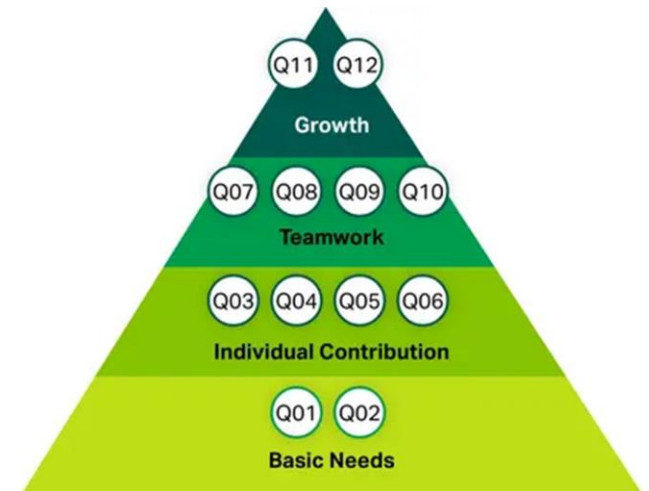
How do I fit in?



11. In the last six months, someone at work has talked to me about my progress.

12. This last year, I have had opportunities at work to learn and grow.

How do I develop?



Action planning – next steps