

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

# Training Top-Level Executives to Be Better People Managers

E. Thomas Gimbel  
LaSalle Network  
tgimbel@lasallenetwork.com  
*thelasallenetwork.com*



Wednesday, Oct. 26  
4-5 p.m.



# Training Top-Level Executives to Be Better People Managers

E. Thomas Gimbel  
President and Chief Executive Officer  
LaSalle Network

Wednesday, Oct. 26, 4–5 p.m.


---

---

---

---

---

---

---

---

## Don't Forget to Rate the Workshops on the ASA Staffing World App

1. Click Session Descriptions on App homepage
2. Choose session to rate
3. Click "Rate Session" clipboard icon

**Don't forget to hit submit at the end!**

To download the app, search for ASA Staffing World in the iTunes store or Google Play store.






---

---

---

---

---

---

---

---




**Tom Gimbel**  
Founder & CEO, LaSalle Network





@TomGimbel

3

---

---

---

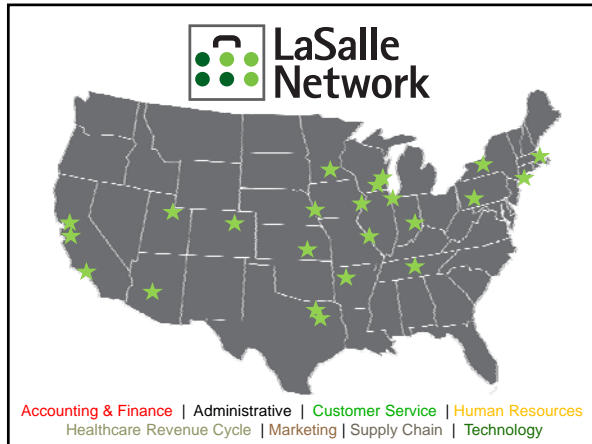
---

---

---

---

---



---

---

---

---

---

---

---

---

LaSalle Network

## People Management

noun | peo-ple man-agement | pē-pəl man-ij-muh nt

**People management** refers to a **manager's** role in training, developing and motivating employees to perform their best. This role is distinct from other managerial roles, such as administration and decision making.

[ 5 ]

@TomGimbel

---

---

---

---

---

---

---

---

Managers direct,  
People managers *develop*

[ 6 ]

@TomGimbel

---

---

---

---

---

---

---

---



## Traits of Good **People** Managers

- CARE
- People seek their advice often
- Great listeners
- High level of emotional intelligence
- Self-aware
- Retention amongst their direct reports
- Get their staff promoted

[ 7 ]

@TomGimbel

---

---

---

---

---

---

---

---



# 30%

U.S. workers are engaged

[ 8 ]

Source: Gallup State of American Manager

@TomGimbel

---

---

---

---

---

---

---

---



# 70%

Managers have 70% influence on employee engagement

# 35%

of managers are engaged

[ 9 ]

Source: Gallup State of American Manager

@TomGimbel

---

---

---

---

---

---

---

---

It starts at the top....

People mimic their leaders.

10

@TomGimbel

---

---

---

---

---

---

---

---

### #1 Mistake

Just because someone was a great producer doesn't mean they will be great manager.

- Can they help someone else learn, grow and develop a skillset?
- If they were naturally good, do they have empathy for their direct report's learning curve?

11

@TomGimbel

---

---

---

---

---

---

---

---

Bad producers don't make great managers either

12

@TomGimbel

---

---

---

---

---

---

---

---

# Developing people managers

13  
 @TomGimbel

---

---

---

---

---

---

---

---



## Development

- Is there a culture of corporate grandparenting?
  - Spend time with manager's manager
- Managerial Mentorship
  - Learning from other leaders/peers who do it well
- Allow them to fail (to an extent)
  - Best lessons are learned through personal experience.

14  
 @TomGimbel

---

---

---


---

---

---

---

---



## Three C' s....

<b>Compassion</b>	<ul style="list-style-type: none"> <li>• Personally</li> <li>• Professionally</li> <li>• Genuinely care</li> </ul>
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>• Promote internal communication</li> <li>• Employees ask peers before management</li> </ul>
<b>Competition</b>	<ul style="list-style-type: none"> <li>• Peer-to-peer</li> <li>• Peer-to-manager</li> <li>• Company-wide</li> </ul>

15  
 @TomGimbel

---

---

---

---

---

---

---

---

## One-on-One Meetings

Meet with direct reports weekly

Get to know them professionally and personally to identify motivators...show you CARE!

Your staff knows when you cancel/reschedule them

16

@TomGimbel

---

---

---

---

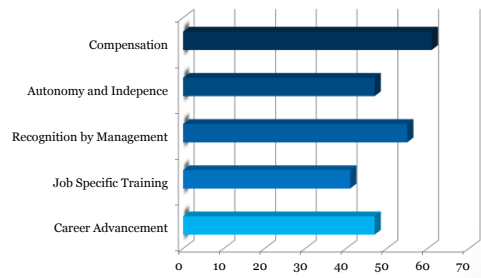
---

---

---

---

## Identify Motivators



17

@TomGimbel

---

---

---

---

---

---

---

---

## Show you care

Celebrate the small wins

Awards:

- Producer of the Quarter
- Producer of the Year
- LaSallian of the Year
- Making It Happen

18

@TomGimbel

---

---

---

---

---

---

---

---







People join companies,  
they quit managers.

Great **people** managers = profit & retention

22

@TomGimbel

---

---

---

---

---

---

---

---



**122%**

Glassdoor's "Best Places to Work" list outperformed the S&P 500 by 122%

**59%**

Employees supervised by highly engaged managers are 59% more likely to be engaged than those supervised by disengaged managers

23

Source: Glassdoor Economic Research

@TomGimbel

---

---

---

---

---

---

---

---



Audience:

Is there a manager you are having trouble with?

24

@TomGimbel

---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---

Thank You for Attending



E. Thomas Gimbel  
President and Chief Executive Officer  
LaSalle Network



---

---

---

---

---

---

---

---