## Manager's Checklist

Progress		Daily		65	Monthly
you'r is everything alright?) Help those who are blocked, unable to make progress Respond to escalations, priority requests of the day Eliminate wasteful activities (apply Lean principles) Create intrinsic motivation, reinforce "why"  Create intrinsic motivation, reinforce "why"  Respond to escalations, priority requests of the day Create intrinsic motivation, reinforce "why"  Create intrinsic motivation, reinforce "why"  Recognize those who do a great work  Manage difficult people: Listen, Give clear behavioral feedback. Document, Followup.  Learn important ecoholical skills that help advise the team, and earn respect  Source new ideas for improving the processes  Understand what motivates them  Understand what motivates them  Understand their long term career goals  Empower your reports to help each other  Set clear expectations for what you feel they are able to achieve  Represent your company publicly	Þ			~	Do performance review with every report
Respond to escalations, priority requests of the day   Ask if your reports are getting enough feedback.  Eliminate wasteful activities (apply Lean principles)   Discuss any important company/team updates or news  Create intrinsic motivation, reinforce "why"   Discuss any areas in need of change (company, team, project etc.)   Check if your management style is effective for your reports and get suggestions for change    Weekly   Arrange high performers to train others    Recognize those who do a great work   Discuss rating, peer feedback and areas of improvement    Understand and unblock challenges your team feels   Discuss rating, peer feedback and areas of functions and teams    Learn important technical skills that help advise the team, and earn respect    Source new ideas for improving the processes   Hine people better than you    Once in a while   Understand what motivates them   Understand their long term career goals   Empower your reports to help each other   Empower for the accomplishment, team funch/dinner, outling.  Empower your reports to help each other   Represent your company publicly	W			de	
Discuss any important company/team updates or news.  Create intrinsic motivation, reinforce "why"   Discuss any areas in need of change (company, team, project etc.)   Discuss any areas in need of change (company, team, project etc.)   Check if your management style is effective for your reports and get suggestions for change    Meekly   Arrange high performers to train others    Manage difficult people: Listen. Give clear   Discuss rating, peer feedback and areas of improvement    Linderstand and unblock challenges your team feels   Discuss rating, peer feedback and areas of improvement    Establish successful collaborations with other   Discuss opportunities and career paths for the functions and teams    Learn important sechnical skills that help advise the peam, and earn respect    Source new ideas for improving the processes   Hire people better than you    Conce in a while    Understand what motivates them   Set clear expectations for any lateral/upward movement    Understand their long term career goals   Express interest/concern for team members' success and personal well-being    Celebrate accomplishment, team funch/dinner, outing.    Represent your company publicly	9000				Ask, propose and organize training opportunities or conference visits for your team
Create intrinsic motivation, reinforce "why"  Create intrinsic motivation, reinforce "why"  Discuss any areas in need of change (company, team, project etc.)  Check if your management style is effective for your reports and get suggestions for change  Weekly  Arrange high performers to train others  Have 1:1 with each report  Manage difficult people: Listen, Give clear behavioral feedback, Document, Followup.  Understand and unblock challenges your team feels  Leam important technical skills that help advise the team, and earn respect  Source new ideas for improving the processes  Understand what motivates them  Understand what motivates them  Understand what motivates them  Understand their long term career goals  Empower your reports to help each other  Set clear expectations for what you feel they are able to achieve.  Represent your company publicly  Represent your company publicly	23	Respond to escalations, priority requests of the day		9	Ask if your reports are getting enough feedback
Create intrinsic motivation, reinforce why	8	Eliminate wasteful activities (apply Lean principles)		<b>~€</b> 0	
Weekly  Have 1:1 with each report  Becognize those who do a great work  Manage difficult people: Listen. Give clear behavioral feedback. Document. Followup.  Understand and unblock challenges your team feels  Establish successful collaborations with other   Discuss rating, peer feedback and areas of improvement  Communicate the review of their comp  Establish successful collaborations with other   Discuss opportunities and career paths for the employee  Learn important technical skills that help advise the team, and earn respect  Set clear objectives, key results (OKR)  Fire people better than you  Once in a white  Understand what motivates them   Set clear expectations for any lateral/upward movement  Lunderstand their long term career goals   Set clear expectations for any lateral/upward movement  Empower your reports to help each other   Set clear expectations for some lunch/dinner, outing.  Set clear expectations for what you feel they are able to achieve   Represent your company publicly	~	Create intrinsic motivation, reinforce "why"		+*	Discuss any areas in need of change (company, team, project etc.)
Have 1:1 with each report  Recognize those who do a great work  Manage difficult people: Listen. Give clear behavioral feedback. Document. Followup.  Understand and unblock challenges your team feels  Establish successful collaborations with other functions and teams  Leam important technical skills that help advise the team, and earn respect  Source new ideas for improving the processes  Understand what motivates them  Understand what motivates them  Understand their long term career goals  Empower your reports to help each other  Set clear expectations for what you feel they are able to achieve  Represent your company publicly				16	
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Set clear expectations for what you feel they are able to achieve   success and personal well-being  Celebrate accomplishment, team lunch/dinner, outing.  Represent your company publicly	64	Understand what motivates them			
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🖰 Find out what your reports expect from you 🔲 🔯 Make everyone feel included in decision making	L t	Empower your reports to help each other			outing.
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SJ Ball

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