Harry E. Chambers

The 10 Potential Mistakes that Highly Competent, Well-Intended Managers and Executives Can and Do Make

This program identifies the ten hidden traps that often plague successful healthcare managers. Included in these traps are the seven specific traits of “micromanagers,” along with strategies for eliminating, avoiding and neutralizing the behaviors of micromanagement.

Many times competent leaders inadvertently engage in behaviors that generate unintended negative consequences, including:
- Erosion of personal effectiveness
- Low employee morale
- Increases in “bad attitudes”
- Escalating resistance to change
- Reductions in productivity and quality
- Increased workplace conflict
- Formal complaints, grievances, law suits
- Personal career damage

Effective, real-world strategies will be offered for avoiding the leadership traps and increasing your personal influence and success.

Presented By Harry E. Chambers, President, Trinity Solutions, Inc.
Author of:

Satisfied clients include:
- Tyson Foods
- TEVA Pharmaceuticals
- American Bankers Assoc.
- Electrolux Home Products
- Make-A-Wish Foundation
- Georgia Hospital Assoc.
- John Hopkins Medical Center
- Otis Elevators
- Bell South
- I.B.E.W.
- Centers for Disease Control and Prevention

Harry has professional relationships with the following universities:
- University of Arkansas, Sam M. Walton School of Business
- Boise State University, Center for Management Development
- University of Georgia, Carl Vinson Institute of Government
- University of Minnesota, Carlson Business Center
- Southwest Missouri University, Management Development Institute

He serves on the Board of Directors for America Outdoors, the premier association for whitewater rafting companies and outfitters.

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Avoiding the Leadership Traps
These leadership traps are not the behaviors of abusive, incompetent or ineffective managers. Good leaders and managers can unconsciously engage in behaviors that hinder their performance and career growth. The resulting damage ranges from inconsequential situations to significant problems in personal efficiency, declined performance in others, and process interference. The unintended consequences of the ten leadership traps can be monumental!

Participants will learn to identify and eliminate the lapses and mistakes that erode exceptional performance and hinder overall leadership influence.

Who Should Attend?
Executives, managers and leaders at all levels, including organizational officers, middle managers, front-line supervisors, team leaders and project managers. Anyone who aspires to leadership positions and wants to enhance their career.

About the Program
A one-day, content-rich, on-site, interactive session that identifies, confronts and corrects the critical challenges faced by all levels of organizational leadership. This program offers a broad range of assessment tools and corrective strategies for neutralizing and eliminating the impact of negative leadership behaviors.

The Mistakes that Highly Competent, Well-Intended Healthcare Managers and Executives Can and Do Make

Module One - The Myths and Realities of Leadership
- Confronting “organizational legends of leadership”
- The seven myths of leadership
- The realities of the leadership traps
- The cascade of unintended consequences

Module Two - The Cornerstone of the Leadership Traps
- Lack of subordination of self
- The weakening of position
- Declining influence
- Career vulnerability
- Individual assessment

Module Three - The “Active” Leadership Traps
- Blaming
- Mismanagement of change
- The manipulation of information
- Behaviors and activities defined by “like” or preference
- The immortalization of Frank Sinatra
- Interactive case studies

Module Four - The Traps of Micromanagement
- Perception vs. reality
- 360° micromanagement
- Identifying the interference in performance or process efficiency
- The seven identifiable traits of micromanagement
- Avoiding/neutralizing micromanagement
- The micromanagement potential indicator™

Module Five - The Traps of “Attitude” and “Managerial Perceptions”
- The “exception” perception
- Historical focus
- Recreating oneself
- Interactive case study
- Personal self-assessment

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