

## Manage Your Boss

FEBRUARY 4, 2016 BY ADMIN

### Managing Your Boss.

Is this really possible? Can we really manage our boss? Probably not, but we can strengthen our relationship by effectively communicating, better understanding their preferred style, and by building a trusting relationship. We must also have aligned expectations and have a clear understanding of our organization's vision, mission, and goals, our responsibilities that support them, along with a commitment to hold ourselves and others accountable.

*Managing up is about earning the trust and respect of your boss  
by working together with that person  
to create the best possible working relationship.-Lisa Quast*

Management experts *Joe Takash and Bahaudin Mujtaba* provide **8 tips to improve your relationship with your boss:**

**1. Learn your boss' communication style.**

What level of detail do they prefer? How often do they want to meet? Identify who seems to communicate best with them and try incorporating their style with yours.

**2. Be proactive.**

Understand the strengths and creativity you bring to the organization and ensure your boss is aware of them. If you have ideas, share them and create an executable plan.

**3. Meet regularly.**

Schedule (minimally) monthly meetings to discuss your progress against goals, areas for improvement, and jointly update your development plan.

**4. Ask for your boss' opinion.**

Ask for their perspective on things. Share your ideas and planned approach, and ask for their input. If you're the boss, ask your team for their ideas and LISTEN.

**5. Go to your boss with solutions.**

Most of us have heard "don't come to me with problems, come to me with solutions". That doesn't mean we don't ask for help or have questions but rather that we have thought it out, and can provide possible solutions.

**6. Develop a power that makes you attractive.**

Become an expert, stay apprised of changes in your industry, understand your competitors, have a strong customer/business partner relationship. Be indispensable! Market and utilize a strength that your boss will appreciate and use.

**7. Address problems.**

If you seem at odds with your boss, talk to them. Do it when you can have one another's full attention, remain fact based as to why you feel uncomfortable, and keep your emotions in check.

**8. Play devil's advocate.**

This doesn't mean having open disagreements or making your boss look "wrong". Instead say "Let me play devil's advocate" so you are viewed as stating an alternate opinion which may bring additional light to the situation.

**Invest the time to build a relationship with your boss, understand how they prefer to be communicated with and adapt your behaviors to align with their preferences.**

It will make a difference!

