



# Management Mysteries



**T**ango Consulting announces this new e-zine focusing on the paradoxical and uncertain world of the today's managers.

Designed for truth seekers - detectives of the future - managers who seek to unravel the mysteries of the new workplace in which priorities change in an instant!

Each Management Mysteries ezine provides solid tips that will evoke a thought, bring a laugh, and deliver a tool to quickly implement in your organization.

Imagine an organization fraught with conflict and no clear direction. Feel the tension rolling in like a cold dense fog. When fear permeates an organization, people, systems (even visions) become paralyzed, as if frozen in another era, another time.

Now picture a flicker of light silently glowing. And soon another and another. At first, they don't shine very brightly - unsure of the attention they will draw. But each represents a sparkle of hope, an opportunity yet to be born.

Then they combine their energies - shining a light on a brighter future. This light grows stronger every day as you plan strategies, gather

strength, and anticipate the right moment for change. That's how you shine your light on the fears. That's how you, as a truth seeker and detective of the future, create the new workplace.

Like Nelson Mandella has said, it is not the fear of inadequacy that keeps us from success. It is our fear of being too brilliant, too powerful, and too successful.

But being a new century manager, your brilliance shines through by giving everyone around you permission to grow into their own talents - to fully express them. You expand the capacity of your organization to meet the needs of its people, customers, and stakeholders.

So here is our first issue of Management Mysteries!

**Tango Tip:**

**KEEP YOUR EMPLOYEES FROM WALTZING OUT THE DOOR!**

**FACTS ABOUT THE WORKPLACE:**

This Executive Summary from the Department of Labor and other references indicate:

- in the next few years, 25 million people will enter the workforce.
- our workforce is made up of multicultural, multigenerational workers.
- average length of employment for 2000 grads will be less than a year.
- a shortage of workers will continue until 2008.
- #1 reason for leaving a job is the big bad boss!

**WHAT TO DO:**

Are you one of those in management today scratching your head as your front door becomes a revolving door - people coming in for a brief stay, only to leave like yesterday's news? Oh, in those good-old blissful days of abundance, applicants waited in line for jobs like caffeine

junkies wait at Starbucks for a quick \$3.00 fix. Even with recent layoffs, getting and keeping great talent is challenging.

After listening to the pounding feet of people rushing out your door, the word on the street, in the airwaves, and in cyberspace is that people leave for three main reasons:

- Bad bosses.
- Work/life balance hassles.
- No control over the quality of their work or the direction of their careers.

Visualize a chasm growing larger each day, each month, each year. There you stand: a manager staring across its ever-growing depths.

On one side of the chasm, you see the leading edge of what some think is the biggest, baddest generation of all time - baby boomers - who seek retirement and resist aging. On the other side, you see a smaller (25 million fewer) in-your-face group of sassy, savvy individuals who trust only themselves. Remember, these are latchkey kids grown up! While extremely self-reliant, they prefer to hang out in small groups of trusted friends and co-workers (think of the TV show "Friends").

You are likely scratching your head about what others expect of you as you explore the newest twist of fate in your pioneering management journey.

Yet, as a leader and manager, you are the bridge over the chasm of generations. Your abilities to connect these two will allow the wisdom of both ages to be powerfully shared in your workplace.

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You hire them for what they know, but they will stay with you if they can grow! Your supports for this bridge are tools from the past and present. They include:

1. A recruitment plan designed to make you the employer of choice.
2. A program to help managers become coaches.
3. An understanding of a new generation and what motivates those in them.
4. A knowledge that your need for employees will grow, by over 50% in human services.
5. A realization that you have to redesign your services and company.
6. A new understanding of what motivates you in light of your beliefs and values.
7. A vision and your ability to sell that vision.
8. A learning and knowledge network you can easily and effectively plug into.

9. A trust and belief in your ability to create a good future.
10. A greater sense of soul and self-awareness.

Yep, it is another one of those opportunities for growth. So instead of feeling victimized by it, be grateful to be adding new neuropathways to your brain (leaving you smarter), forming new relationships (each a window into a new world), and using new tools to increase your company's effectiveness.

You'll tap into your own wisdom as you learn to use more skills in this new environment. Savor the Mysteries!

If you need help developing an effective recruitment plan or have questions about building bridges in your work environment, please email me at [kcarol@cnmnetwork.com](mailto:kcarol@cnmnetwork.com) or call 1-888-706-0176.

Feel free to forward this Management Mysteries E-Zine to your friends and colleagues. You will also receive announcement for Tango's new management teleclass series as I partner with coaches and consultants who have extensive management and leadership experience. We can assist you in coping with this rock-and-roll new age of business!

