



## Is Your Boss Really Leading?

A significant number of managers and executives don't see their bosses as likable or approachable, which affects the ability of organizations to focus on work that really matters. In order to know whether their vision is being implemented, leaders need to first assess how their managers perceive them. Are they seen as merely ogres, or as people who have what it takes to lay it on the line while showing care and respect for their people?

### Let's Hear it for the Boss?

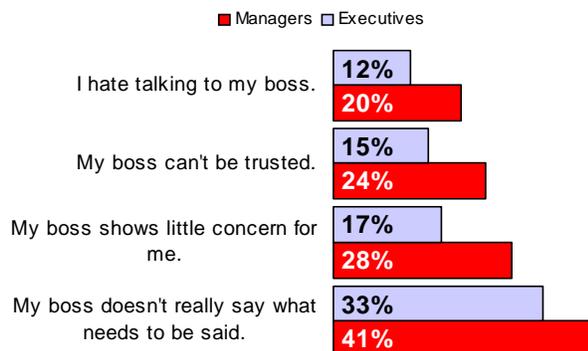
When our nationwide random survey of 1,137 managers and executives asked how people feel about their bosses, quite a few felt their bosses weren't approachable, comfortable, or even-tempered. There was also a tendency of some bosses not to push the envelope and really be honest about the situation or show concern towards employees.

#### Do you completely follow the vision of your leaders?

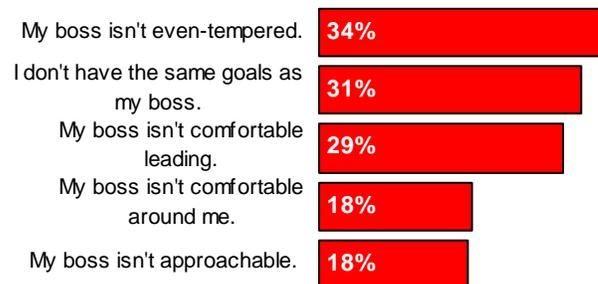


More than a third of managers and executives said their boss doesn't really say what needs to be said. Smaller but significant amounts also felt their boss showed little concern for them and said they either can't trust or actually hate talking to their boss. Managers also felt more strongly about all of these

#### How Do You Feel About Your Boss?



#### How Do You Feel About Your Boss?



statements than did executives.

These shortcomings of leadership are clearly having a negative effect on the ability of corporate leaders to implement their vision, as almost two-thirds of managers and executives said they don't completely follow their leaders' vision. This disconnect between giving orders and getting them carried out can be traced back to people at the top not doing what's necessary to make their vision known, understood and, most importantly, *acted upon* through honest feedback.

### Conclusion

If you feel like your vision isn't getting executed to your satisfaction, maybe its time to reassess your relationships with your managers. Do you have their respect, or merely their fear? Are you known for laying it on the line, or just throwing office furniture? A commitment to being honest could be the difference between merely discussing your vision or implementing it.

To learn more about our unique think tank and findings, contact us at 602.504.8787 or [info@nslg.net](mailto:info@nslg.net)