



# The Manager Link to Business Performance

## CHECKLIST FOR CRITICAL DRIVERS

### **GAP BETWEEN STRATEGY AND RESULTS**

For most companies, the biggest business challenge is not lack of vision and competitive strategies. The real challenge is the gap between strategic vision and execution of business goals throughout the company. Closing this gap between strategies and results requires a strong focus on managing performance. The role of managers is critical because they link day-to-day activities of team members to business goals. Managers guide focus, inspire ownership, ensure quality, gauge performance and enhance results. They are the critical link to managing individual team member performance on a daily basis and delivering on broader business strategies.

### **STRENGTH OF LINK**

What makes a good linking manager? As specialists in Talent Gauging with an extensive data base of manager assessments, Batrus Hollweg International identifies the behaviors and characteristics below as the most critical drivers of managers who are adept at managing performance. How strong is your manager link?

- **Grasping Business Strategies:** Your managers establish expectations in alignment with the company vision. Do your managers have the right characteristics and skills to understand and drive your business strategy? Do your managers think broadly enough to know how things are connected? How strong is their analytical thinking?
- **Embracing Brand Essence:** Your managers are the face of the brand to your team and customers. Do your managers know what defines your brand point of difference and do they take this to heart? Their perception of the brand shapes the attitudes of team members and triggers behaviors that deliver the brand experience for customers.
- **Communicating with Impact:** Your managers are the voice of the organization to create alignment with the team. Does your company effectively communicate the business strategy to your managers? How do your managers communicate and interpret the “so what” of your business strategy to their team members? Do your managers ensure understanding of how the strategies of the business can be supported with daily operations?
- **Fostering Accountability:** Your managers are responsible for owning results and ensuring their team meets specific goals. Do your managers:
  - Have tough performance talks?
  - Challenge the team to achieve stretch goals?
  - Measure results against goals?
  - Make the hard decisions about individual performance?
- **Making Smart People Decisions:** Your managers are responsible for the talent on their teams. Do your managers have the specific skills and right tools to recruit and select the best talent? Do they have strong abilities and powerful instruments to develop and retain top performers? Do your managers know what successful performance of a team member looks like – can they define specific competency behaviors for success?

**To learn more about how to gauge the strength of your manager link, visit [www.batrushollweg.com](http://www.batrushollweg.com)**

### **About Batrus Hollweg International:**

Batrus Hollweg International (BHI) is a leading human capital consulting firm specializing in **Talent Gauging™** -- assessing and developing people to drive organizational results. BHI Talent Gauging is powered by **High Definition Selection Science™**. With 37 years of experience, BHI provides companies with objective, quantifiable solutions for: selecting the best talent; minimizing hiring mistakes; growing internal talent; aligning talent competencies with business goals; gauging company climate to identify barriers and leverage points; and filling the succession planning pipeline with more precision.