

Managers Anonymous - A Support Group

Managers, especially middle managers, get a bad rap. Yet skilled management is vital to healthy organisations. Skilled managers make sure that information gets to the right people at the right time. They make sure that people have a safe environment and opportunities to succeed. They make sure that conflict gets examined and faced, and they make a seemingly endless stream of decisions.

Managers Anonymous provides a long term, practical support group for managers of all shapes and sizes. Many management groups focus on networking and theoretical strategies. Instead we provide an informal group where managers can get focused support for the daily challenges they face in their jobs.

Being a skilled manager can be hard work, but it doesn't have to be complicated. If you are interested in learning with a like minded group, we'd like to hear your stories.

We are currently looking for people who are interested and feel that they can make a regular commitment to participate.

**Meetings are free and held every Wednesday 7–8:30am in Te Aro.
Please contact Adam Shand <adam@shand.net> for details.**

Note: The intention is to offer a six week block course later in the year which would use the same process but also provide more structured learning for newer managers.

Testimonials from some past and current participants ...

"Being part of MA has been a really important part of my growth as a team leader and people manager. It provides a space where I can reflect on my actions and look to the support of peers when I stumble across a problem.

"The structure, approach and facilitation that Adam puts in place goes a long way to creating a comfortable environment for this to happen.

"It feels like the ground covered during an hour at MA would have taken me two weeks to get to by myself."

– George Langlands, Leaf Advisor, ACC

"Leading a team can be a pretty lonely experience. Managers Anonymous gave me the peers and space I needed to develop my leadership skills. It's had an enormous impact on the way I work."

– Clarion Coughlan, Project Director, NZ On Screen

"So many of the management & leadership courses I've been on basically teach you how to do the paperwork - how do you do a performance review, how do you performance manage someone, how do you fire someone, how do you make people get their work done on time. Managers Anonymous is a place where I can talk about the real day-to-day problems that come up and not just find ways to solve the problem, but also be challenged myself. To grow my skills and be reminded of what I owe to my staff as a manager - how to try to get the best out of them, and support them, and in a sense how to get out of their way and let them get on with being awesome.

"I also love that it works. That when I'm really stuck on a problem, often one I've chatted to friends and/or colleagues about and not really resolved, taking it to MA really breaks down the problem and lets me see it in a whole new light. And is often is the case in so many things, once you see the problem clearly, the answer seems so obvious and you wonder why you couldn't see it before."

A more comprehensive website is in development, in the mean time these details are also available at: <http://adam.shand.net/managers/>