

# The “I” Factor

THE “I” FACTOR

# Manager are may types

- Crisis manager.
- Total manager.
- Parochial manager.
- Hidden agenda manager.
- The only way manager.
- No decision manager.
- Unnecessarily lonely manager.
- Open door manager.
- Closed door manager.
- Dictator manager.
- Democratic manager. Etc.

*There are more than 70 types of managers depends on their style of leadership.*

But there is other type of manager called “I” manager”.

Very dangerous style. Very rarely observed but will come to know once backstabbed.

Opposite to “I” manager is “WE” manager.

“ we” managers are very good team players and loved by colleagues.

Manager are 2 types.

“I” manager

&

“we” manager

“I” manager.

I did it.

I did it.

I did it

I only did it.

Yes you did it – GO TO HELL.

“WE” manager.

We did it.

We did it.

We did it

we together did it.

Yes we did it – THANK YOU VERY MUCH.

## “I” Manager statements.

- Achieved because of me.
- Did because of me.
- I solved the problem.
- I told them to do.
- They can not without me.
- I used my knowledge to found.
- I need to guide and push always.
- That is my idea.
- All average workers.
- Without me , nothing.
- Only me.
- And only me

## “WE” Manager statements.

- We achieved.
- We together did.
- All are contributed.
- That is his idea.
- They/ he did excellent job.
- I am proud of my team.
- We can do it.
- We found the solution.
- We have solved the problem.
- We are ready to take challenging job.
- I am nothing without my team.
- My team is best.

What is “I” factor in management style.

See the example.

Your boss told you to complete some work. You worked hard and completed the work in time. You sent an email to your boss informing him with proud that you did the job.

You are expecting to get reply like “ well done, keep it up good work”, excellent job”.

Something like this . Correct?

If suppose, if you get the below reply.

OK. Thanks.

You did exactly the way I instructed you to do.

In the above reply the “I” factor is very strong.

Your boss took your hard work by using the word “I”.

“I” Manager has taken your credit for the hard work you did.

*This reply will demotivate you.*

The reply you expected is from “WE” Manager, not from “I” manager.

See the other example.

Your CEO asked all managers to prepare business plan for coming year. You have prepared for your operating unit and sent to your boss for suggestions.

You are expected to get reply like, change this, add this, remove this, keep graph here, compare with last year, correct the figures etc

This type of reply will motivate you and you will be confident to present to top management.

Suppose if you get the reply like

“what is this, what is that, rubbish, bullshit, why you show this, useless etc. and I not will defend you in meeting in HO.

This reply will demotivate you.

Here “I” manager tried to project that you are completely wrong and he is the only person can save you. Here he means “I”. He said that he can not defend you and you are dead without him.

I will not defend you is very strong I factor.

How “ WE” manager would have replied.

“ it is good but we need to change some figures, add this here, remove those graphs, show the data clearly, keep pie diagram here, compare with last year, give the data branch wise. We need to have best presentation. Make these changes and send back to me. I will help you to have a best presentation”

You can see – what a lovely reply. In the above the “we” manager used the word “I”. He wrote I will help you. The I is actually “we”.

This reply will motivate you.

Another example-

Every year in particular month company gives \$ 200 for all the employees for some celebrations. Normally employees will take cash from 1<sup>st</sup> to 15<sup>th</sup>.

This year while discussing over phone with your boss on 2<sup>nd</sup> of the month he told you to take \$ 200 and give to other employees.

Some employees took on 2<sup>nd</sup> and some on 3<sup>rd</sup>.

On 3<sup>rd</sup> management stopped \$ 200 and informed all not to give.

When you told your boss that some employees already took.

He started shouting that he did not approve. It is my fault I gave.

In the above case instead of accepting the truth and inform management that he approved, he lied you.

Your boss back stabbed you.

“I’ managers are very dangerous type of managers.

*“I’ Managers are team destructors.*

*“WE” Managers are team builders.*

When a manager uses “I”  
*IT IS ILLNESS*

*When a manager uses “WE”*  
*IT IS WELLNESS*

See the difference between “I” & “WE” management styles difference.

For example company “A” got 10 sales representatives.

In case of “I” Manager, every sales representative try to achieve his target. Each one never think about total target. In this case some achieved target and some not achieved. Finally for the month 80% total target achieved.

In case of “WE” Manager, every one try to achieved their target and try to find out how much will be shortage for the total target. Every one try to exceed the target to achieve the total target.

In case of “I” Manager, NO TEAM WORK. NO CO OPERAION.

In case of “WE” Manager. THERE IS TEAM WORK. TEAM SPRIT.

“WE” Managers will transform

“RAW MATERIAL”

*Into*

“

*THE BEST PRODUCT”*

*“WE” Managers will motivate, inspire, train, lead, guide their teams for the best productivity.*

*“I ”Managers will disturb, destruct, spoil, create conflicts, spoils the teams & their career.*

*There is no “I” in TEAM*

*TEAM*

*“Together Every one Achieve More”*

*“I” Managers are fault finders.  
They always look for your faults to finger  
towards you.*

*“ I” Managers are “credit takers”.  
“I” Managers are always make a small issue  
as big issue then will tell they solved the  
issue.*

## *What happens in case of “ I” Managers.*

- People never give full information.
- People never open their mouth.
- People hide mistakes. Because they know he will make as a big issue.
- People never take initiative.
- People avoid his calls.
- People try to inform top boss what good work they are doing. Because people know his boss is taking the credit.
- People lose team sprit.
- People always afraid that what issue your boss will bring.
- Finally a disaster.

# *What happens in case of “WE” Manager*

- People always will be open with their boss.
- People never hide any information.
- People share every thing with their boss.
- People take initiative.
- People openly accept mistakes. They know their boss will not make issue.
- People will have complete team sprit.
- People love to work hard to achieve.
- People never let their boss down.

# *“WE” Manager*

- *If my team failed : I will not blame them.*
- *I will evaluate, motivate, train, guide to improve performance. Because they are my people and are in my team. I am nothing without my team. I will stand by them*

# *What makes “WE” Manager*

## **Self-assessment**

Effective leaders periodically take stock of their personal strengths and shortcomings. They ask: “What do I like to do?

What am I really good at?”

“What are my areas of weakness, and what do I dislike doing?”

## Responsive to the group's needs

Being perceptive can also help a leader be more effective in knowing the needs of the team. Some teams value trust over creativity; others prefer a clear communicator to a great organizer. Building a strong team is easier when you know the values and goals of each individual, as well as what they need from you as their leader.

A good leader takes responsibility for his own as well as team actions

## Communication

Good communication skills are required at every level of business, but leaders must possess outstanding communication skills. Luckily, this is a skill that can be learned.

## Team building

Putting together strong teams that work well is another trait of great leaders. The opposite is also true: if a team is weak and dysfunctional, it is generally a failure in leadership.

Thank you very much

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