Managerial Persona

TRAITS TO BE REINFORCED AND DEVELOPED

Managerial Persona

- **Manager** – 'If you can measure, you can manage it"
  - Operational Management (reports)
  - Middle Management (reports)

- **Leader** – "Follow *me*"
  - Middle Management (effective leader of operational change)
  - Senior Management (effective leader of corporate direction)

- **Visionary**
  - Senior Management (insight into corporate direction)

Managerial Persona

- **Manager**
- **Leader**
- **Visionary**

Team Member	Manager	Leader	Visionary

On a scale from 1 -5 with 5 being 'Most Definitely' and 1 being 'Needs Development' have each member rank their Persona score and a score for every other member.

Managerial Persona

- **Manager**
- **Leader**
- **Visionary**

Team Member	Manager Rank & Average	Leader Rank & Average	Visionary Rank & Average

Calculate an average score for each member and then discuss each member's ranking with their average score