

# Ernst Enterprises Newsletter



## RATE YOUR MANAGER

In our last newsletter we provided links to two surveys: *Rate Your Manager* and *Managers, Rate Your Own Effectiveness*. We are continuing to gather informative data and would like to add your responses to our research into manager effectiveness.

Please take a few moments to complete one of the surveys below:

- [RATE YOUR MANAGER](#). Click on this link and rate the effectiveness of your manager.
  
- [MANAGERS - RATE YOUR OWN EFFECTIVENESS](#). Click on this link to rate your own managerial effectiveness.

## IT'S ALL ABOUT RESULTS

Consider that the single most impactful factor that drives employee motivation and satisfaction is the manager. Good managers produce better results; have less unplanned turn-over; high productivity; higher morale, etc. Good managers are not born that way---management skills are not intuitive or inherited. They are learned. Too often we have learned management skills by watching our own managers and unfortunately they didn't have strong management skills either. Many managers learned their skills from watching their parents and no employee likes being treated like a child in a parent-child model of behavior. The most effective way to learn and grow your management skills is through formal training. **That is why we have created the Emerging and Existing Leader Development Program ("E<sup>2</sup>LDP")**, a year-long management training program geared to provide the emerging leader with the opportunity to learn those new skills in a safe and accelerated manner. The **E<sup>2</sup>LDP** will meet for a full day every other month with a 90 minute conference call during the non-meeting month. Regional classes are now forming for an October kick off. For more information click on **E<sup>2</sup>LDP** learn more and to register.

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At Ernst Enterprises we have the experience to help you evaluate your manager's effectiveness and quantify the impact to your business by investing in management skills training. Call 847/438-8977 to learn more about how trained managers can improve your bottom line. To learn more about all of our business adviser services, click on [Ernst Enterprises](#) to go directly to our website. Call today to schedule your appointment.

**Sincerely,**

*Mark*

Mark Ernst  
Ernst Enterprises, LLC

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