

Would you ever expect to hear these comments in a company?

- He's a good IT person but he's terrible with technology.
- She's a good Sales Director but doesn't like sales.
- He's a good CFO but really bad with money.
- She's a good Marketing Manager but doesn't understand our products or what our customers want.
- He's a good Engineer but not good at designing things to be built.

Of course, you would never expect to hear those phrases in a company but how many times do you hear, "He/she's a good manager but not good with people"? Sadly, all the time!

A manager's role is what they accomplish through others but companies tend to promote people to reward them or because they know how to do the job better than anyone else does. However, when you become a manager you overnight become successful not through what you accomplish yourself but what you accomplish through other people. Those are two entirely different skill sets.

Many times the best person to be promoted might not be the best at the job but they're better at teaching others to do the job or they are good at getting others to help them improve their own performance.

Yes, you can train people to be better managers but the temperament, talent, and attributes have to be there for the training skills to take hold.