



'ROCK HARD ABS' + THE MANAGEMENT FITNESS RESOLUTION

Are you out of shape?

Excuses to avoid being our best manager selves are familiar. *I have no time. Goals keep changing. I need a coach. I don't have the right equipment.*

YOU HAVE TO WANT IT

We at Squadley challenge every manager not to let your leadership selves slide any more. Make the leadership fitness resolution and choose to adopt a better routine. No more waiting for corporate to 'do' something. No more I don't have time. No more 'annual' review forms are good enough. The road to getting into leadership shape isn't fast or easy. But it can yield amazing results if you are focused, committed and really get involved.

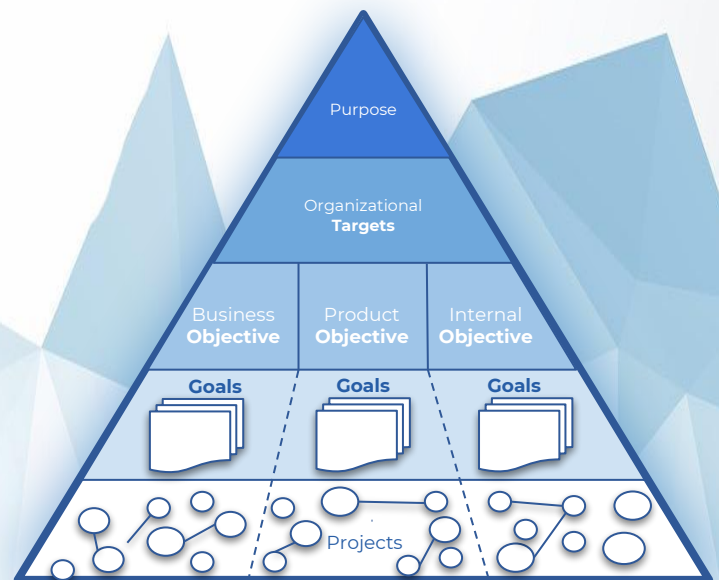
What's a good solid routine? Make the jump to a continuous planning, feedback and performance coaching mindset to answer & align the following:

- **Do my people know what they need to do?**
- **Do they know why it needs to be done?**
- **Do they know how it needs to be achieved?**
- **Do they know their role and who to work with or keep informed?**
- **Do they know when it needs to be done?**
- **Are they working well together and performing?**

And most importantly, do they know what part of their personal game they need to improve to learn and grow. And how are you going to help them do that through feedback?

The answers to these questions are probably found in a mix of spreadsheets, presentations, emails, text messages, notebooks, Slack messages and your memory. Yes. It takes time to sort this into something cohesive that people can follow. Yes it takes discipline to get into a routine of continuously updating the narrative around a dynamic multi-layer plan of record. No. It's not easy and there's always a reason to wait until tomorrow. You have to want it.

Struggling to think about how to frame these questions and answers? Start with the Pyramid of Clarity to align longer term goals with shorter term projects. When you're ready to commit to professional grade results, Squadley can automate your routine and help you achieve your goals.



Squadley is Your Total Management Fitness Solution, a new approach to management that combines the value of OKR alignment, continuous feedback and 1:1 Coaching into a fast, total-management fitness routine.

For high-potentials, experienced managers or the enterprise committed to excellence, there is no other product that automates best practices to align productivity faster at any scale.

Learn More: www.Squadley.com



IT'S YOUR CAREER IMPROVE YOUR BMI!

Commit to a management fitness routine.

Squadley's intelligent design integrates core management exercises into one platform to deliver high team achievement and eNPS.

IMPROVE YOUR BASE MANAGEMENT INDEX + GET INTO TOP PERFORMING SHAPE WITH SQUADLEY'S CORE MANAGEMENT STRENGTHENING ROUTINE



CLEAR PURPOSE

2X
PER YEAR

Clear and inspiring 'who are we, why are we here, how should we behave and where are we going?'



ALIGNED GOALS

4X PER YEAR
(MINIMUM)

'What are we doing?'
Understanding through layered OKR's balancing long and short term priorities.



ROLE CLARITY

BI-WEEKLY

Results start with role clarity.
Who is responsible, accountable, contributing and informed.
Those responsible drive progress.



CONTINUOUS FEEDBACK

MONTHLY

Ongoing micro-pulsing trends about the organization, team, management, peers and goal progress drive continuous improvement.



COACHING CONVERSATION

BI-WEEKLY 1:1

Focussed 1:1's incorporate feedback trends and goal progress to ignite even higher performance and engagement.



CAREER GROWTH

MONTHLY

Developing talent pipelines for the needs of tomorrow is core to long term talent capacity and fitness sustainability.

