

## ***Managing People Is A 1980s Construct***

No one wakes up and says, "I cannot wait to be managed today." And certainly no one says, "I cannot wait to be micromanaged by my boss today."

People do not want to be managed. They want to be led. To be motivated. Trusted. Given opportunities to grow their skill sets and decision-making capabilities.

They want (and need) to be coached, mentored, empowered, unshackled from directives, and freed from being told how to accomplish their work. Leaders need to excel at the coaching and people development aspects of leadership.

To create a better workplace – and a better world – we must become better people, better leaders, and better people leaders. We need leaders creating more harmonious workplaces of wellbeing and collaboration.

Key messages in this keynote talk:

- You manage things, processes, policies, projects, and procedures. You LEAD people.
- Recent estimates reveal up to 65% of people leave companies because of their leader or manager.
- Humony Leaders know the importance of minimizing micromanaging and escalating microcoaching.

### **Steven Howard Keynote Speaker | Award-Winning Author**

Leadership speaker and award-winning author Steven Howard is a dynamic, thought-provoking, and engaging speaker who brings to audiences the perspective of over 40 years of senior leadership experience in North America, Asia, and Australia.

He also brings a truly international and multicultural perspective to his keynote presentations, having lived in Singapore for 21 years, Australia for 12 years, and Mexico for two years.

A highly accomplished platform and virtual speaker, Steven provides Leadership Keynote Speeches globally for public and corporate conferences, off-site meetings, leadership retreats, and association meetings. Steven was named one of the Top 200 Global Voices on Leadership in January 2023.

