Mind map

People management: core pillars and practices that work

What research shows

- A meta-analysis published in 2006 in Personnel Psychology...
- Another influential study, by Amy Edmondson

The 6 pillars of people management

- Attraction and selection
- Onboarding: preparing the first day, the first month...
- Development: training, challenges and individual plans...
- Performance and feedback

The role of the direct manager

- Gallup's annual State of the Global Workplace report tracks...
- That is why developing managers' leadership skills is one of...

People management

Practices that work day to day

- Clear expectations
- Frequent one-on-ones
- Specific recognition
- Visible development

A simple weekly routine for managers

- Monday: align the week's priorities with the team...
- During the week
- Wednesday: check for blockers and remove obstacles...
- Friday: recognize one specific achievement and...

Frequently asked questions

1. What is people management?
2. What is the difference between people management and HR?
3. What are the pillars of people management?

Key takeaway

What people management is, the six pillars behind engaged teams, what research shows about HR practices and a simple weekly routine any manager can apply.

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