

Developing Management Proficiency: Book Club

If you're a member of a book club or have ever attended a networking group through Meet-up or Eventbrite or some other social platform then you're familiar with the concept of people with similar interests or objectives getting together to support one another and learn. Once you read this book, you'll see that the central suggestion is to select from a group of competencies, those areas that you would like to work on to become better or more comfortable executing. Here's a suggestion on how to supplement your own individual efforts by forming a group of friends, family, or co-workers to support that development.

Suggestions of who to include:

- Peers and co-workers
- Colleagues from outside your organization
- Friends and family members
- Colleagues from other professional groups

Suggestions on how to get started:

- Host an initial meeting to discuss the book
- Select a small subset of competencies that everyone wants to develop
- Each member should select a few competencies of personal interest, independent of the group
- Make a plan for regular meetings – weekly, monthly, quarterly, etc.

Suggestions for effective process:

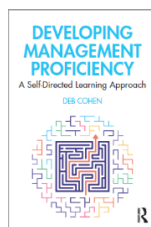
- Identify a different person to moderate and lead each meeting – spread the opportunity
- Assign specific competencies to be discussed during each meeting
- Convey an expectation that each person will come prepared to discuss their self-directed activities from the previous session
- Set aside time for role-plays during each meeting

Suggestions for evaluating progress:

- Periodically discuss with group whether it is meeting everyone's needs/expectations
- Set aside time to ask group members for success stories or continued challenges
- Compare your completed discussion topics to the list of 50 competencies in the book

Suggestions for having fun while developing management proficiency:

- Celebrate a positive milestone by a group member at each meeting
- Ask members to bring in some stories where they failed, but later found humor in the result
- Approach this seriously – but also permit yourselves to be human and retrospectively see where you are today as a manager compared to where you once were as a manager



Deb Cohen, Ph.D.

Deb Cohen, LLC

www.DebCohenLLC.com

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