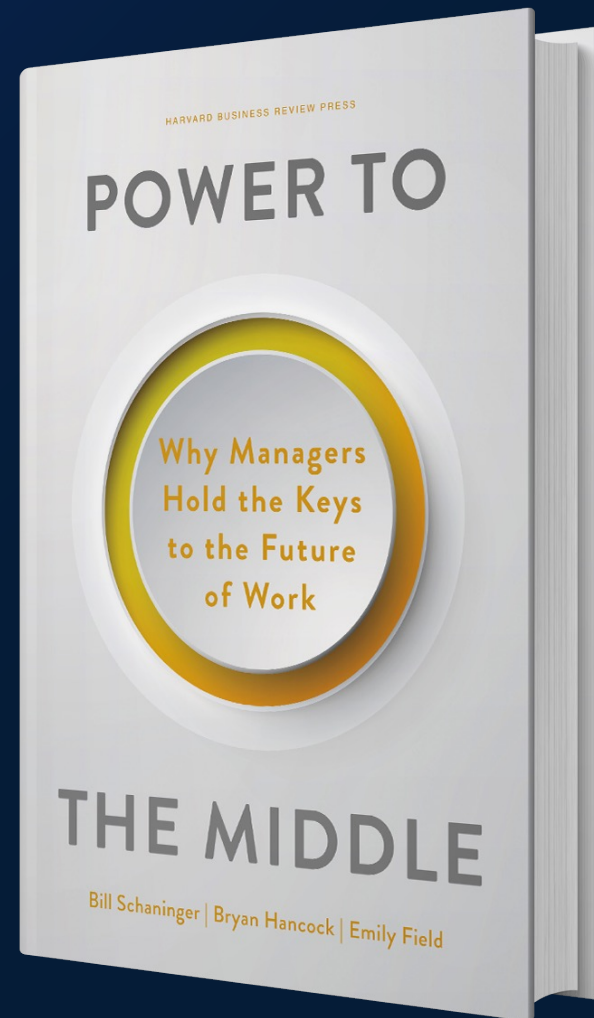


# Unleashing the power of middle managers



**Bryan Hancock**  
Partner



# Managers

Are the single most important determinant of employee outcomes, from **performance** to **satisfaction**



... but we have historically set up managers **to fail.**

# Managers are frustrated and spending time away from their critical purpose

**43%**

Of middle managers report being burned out – highest level of any job



**<25%**

of time spent on people leadership

# Leaders

**should elevate  
the role of  
managers**



A woman with a large afro hairstyle, wearing a brown jacket over a white shirt, and a man with glasses and a beard, wearing a light blue polo shirt, are looking at a laptop screen. They appear to be in a collaborative work environment. The background features a large blue abstract shape that resembles a stylized 'X' or a large arrow pointing downwards and to the right.


# HR

**should partner  
with managers to  
more effectively  
lead people**

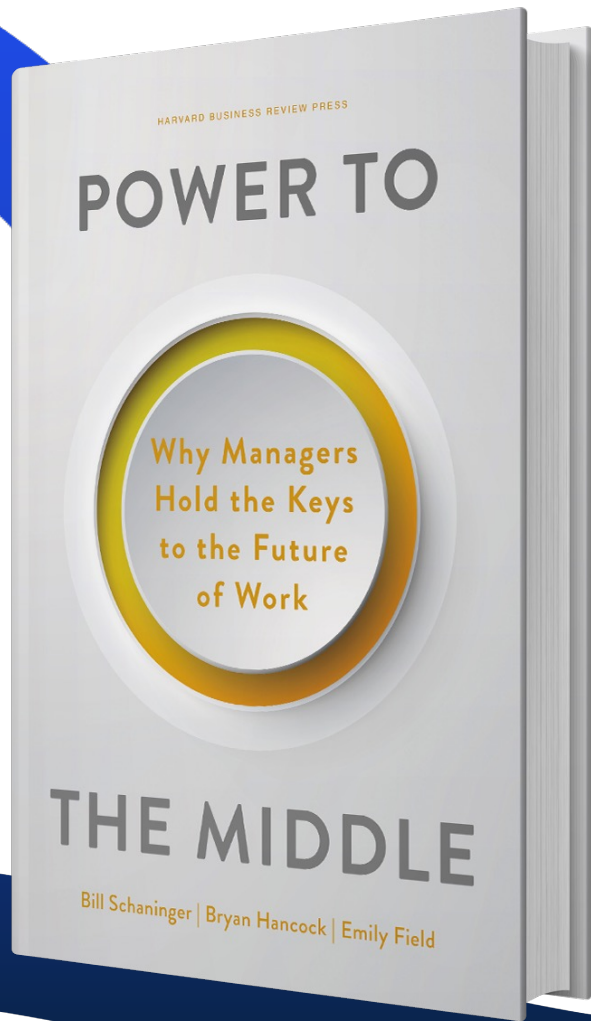
# Managers

**should embrace  
their roles as  
leaders**





**It's time to put the  
power to the middle,  
because managers  
hold the keys to the  
future of work.**



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*Book website for  
more info*

