

# 3 or 30: The Middle Management Journey

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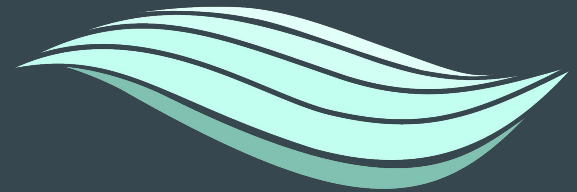
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## Regional Recruiter Manager



WACAC

# Sponsorship and Mentorship

- The Difference
- Build and Maintain the Relationship
- Utilize Your Network



# Working Hard vs. Working Smart

- Becoming a middle manager means demonstrating you can take on more
- Utilize technology to be more efficient and show you know how to be data-driven
- Identify the priorities



# Leadership Styles

- Be Prepared for THE Question
- Leadership has to be Unique
- Hands-in Leadership



# Managing Up / Managing Sideways

- Managing up does not mean sucking up!
- How does your boss like to receive information?
- What are the pressure points for your supervisor?
- It's not all about your boss
- Explain “the why”



# Expectations

- What You Expect
- What Your Team Should Expect
- What You Should Expect



# Moving Forward...

- Conference Opportunities
- Resources Discussion
- Involvement
- Continue this Discussion with Us

# Thank You!

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