

Is your business’s growth being hampered by overdependence on technical skills to the preclusion of human and conceptualization skills?

MANAGERIAL SKILLSET CONTINUAL DEVELOPMENT

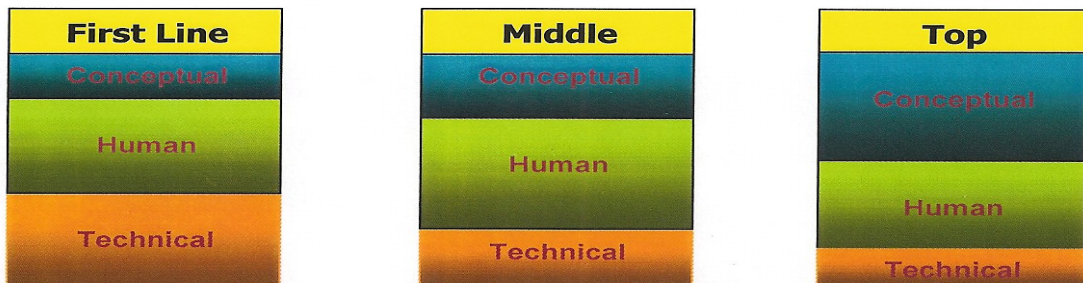
Robert L Katz’s – 3 basic types of skills required by all managers

The skill mixes illustrated below show how technical skills become less important as the manager progresses to a more senior position within an organization. Human skills become more important for middle managers, while company Directors require a high degree of conceptual skills to plan the direction the company is going in, linked to highly honed human skills to get their message across on the vision they have to their managers and staff.

These are the results of a survey where it was found that First & Middle managers spent more time supervising their staff and the Directors spent most of their time planning.

The sub-skill sets in the survey were: -

- Planning
- Investigating
- Supervising
- Leadership
- Negotiating
- Decision making



“THE OVERALL POINT BEING MADE IS THAT ORGANISATIONS GENERALLY RELY TOO HEAVILY ON THEIR TECHNICAL SKILLS AND FAIL TO SUFFICIENTLY DEVELOP THE OTHER TWO SKILLSETS WITHIN THEMSELVES AND THEIR STAFF TO MAXIMISE THEIR GROWTH POTENTIAL”

Why not email or give us a call **now** to informally discuss your needs or give you a quote?

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