



Healthy Linney Manager

If you are responsible for organising other people's time, processes or assets (including customers and suppliers) then by definition you are a manager. If you do not manage other people, including customers and suppliers, or the assets used by them, you are still responsible for managing your own time and use of company assets as efficiently as possible.

Managers must:

- 1 Be **outstanding at their job** whilst being able to deliver a great workforce that is versatile, innovative, quality driven, cost-effective and accountable.
- 2 **Understand the Healthy Linney Person, Healthy Linney Manager, Healthy Linney Company, Healthy Linney Values and Federal Structure.**
- 3 Be **admired by their people but must not seek that admiration** by caving in with policies of appeasement. It must be achieved because they are admirable.
- 4 Be **decisive and fast movers**, they must be able to change things and get a total company result.
- 5 **Add value to the people they manage and support**, they have a duty to improve their people.
- 6 **Train their people to be outstanding at their jobs**, they must help them become very clever at **innovating** and managing to satisfactory outcomes.
- 7 **Train their people to be able to analyse their own performance and to satisfactorily interpret it** using KPIs and aspirations, where appropriate.
- 8 **Must bring on their people, enabling them to suggest improvements**, implement these improvements and prove that what they plan does or does not happen.
- 9 **Must accept their, and their work area's role**, in the creation of profit and cash flow.
- 10 **Never be political and never let a colleague or customer down.**

Describing words: positive, cheerful, enthusiastic, passionate, can do, innovative, dynamic, accountable, helpful, honest, friendly, co-operative.