

The Hands-Off Manager
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Taking your power back.

The famous quote of Peter Drucker ‘So much of what we call management consists in making it difficult for people to work’, is still relevant for today’s management. Micromanagement and critical judgment kills the human spirit.

Two communication styles are available for managers:

- Hands-on: criticizing and judging their people causing defensiveness and withdrawal.
- Hands-off: mentoring and coaching their people causing creativity and productivity.

But when we judge we give our power as manager away. Hands-off managers retain their power by making the effort to understand everyone they meet. They know that judging someone also means altering their own well being.

Hands-off managers live in a world of quiet action, nonjudgement and an open mind.

Redefining success for yourself.

An hands-off manager start first to manage his inner life.

The definition of success very often includes some change in the outer world (but the outer world is so hard to change). So defining success for yourself is the start. You have to wake up an inner resonance to know when things have meaning for you and how you can use them in ways that will benefit your life.

Hands-off life: finding a way to let what is in you naturally come through; know the person you are managing (=yourself).

Using the power of neutral.

Organizational life is an ongoing opportunity to promote a particular perspective in order to accomplish a purpose you are working toward.

Hands-off managers master the unusual ability to achieve a neutral situation in this process. Neutral observation without judgment and without a position is the ultimate vision.

Managers deal every day with up and down, success and failure, hard and easy. They find it difficult and don’t understand that these opposites go together and that they need each other. Removing the opposite of experiences is in reality not possible.

Using focus and intention.

The focus of the hands-off manager is the present moment because productivity and creativity always happens now, never in the future.

Attaching to your thoughts like Velcro.

The unhappy, struggling manager:

- I get too many phone calls.
- I have too many personal problems to deal with.
- I have too many visitors.
- My reports are overdue.
- I have too many meetings to attend.
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The hands-off manager takes just one of these thoughts and work with it. 'I get too many phone calls' becomes 'I'm putting my calls direct to message. I will listen to them when I'm ready and focused on them.'

Hands-off managers are creators: from a stressful situation they create something good.

Management by worrying.

The internal motivation system for the old-school managers is fear. They think they have to scare themselves into doing the right thing.

But a manager focused in the moment is paying attention to what's being communicated; they find value in everything that has ever happened to them.

Some people would assume this type of manager becomes passive and directionless. But it is quite the opposite as pure action emerges from an undistracted mind.

Having intention is the key. Intention however is different from a goal.

A goal is where you want to get to and you will feel unhappy if you don't arrive there. Goals introduce stress into the human system.

Inner intention is more like 'Well, that's where I intended to go to, but oh well, I didn't get there'.

This is actually much stronger because of the non-stressed mood you will be in. This mood will make more likely that you keep trying.

Flow with the intention that is already within you and use it as a direction monitor.

Questions leading to success.

The hands-off manager perfects the ability to ask questions that allow success and fulfillment to happen.

Today most people go outside themselves to change the negative (we are trained to focus on the negative and try to fix it). They are trying in vain to create an external situation that's positive.

But it doesn't work because the positive solution is on the inside: it is already in us.

Start asking questions and listen; question how things feel to you and listen to that feeling.

Inspired ideas lead to success.

Stop forcing your thinking as you actually push ideas away. Learn to listen, recognize and to be available for the ideas that are in you.

Allow yourself to step back and let it happen. Learn to do less and achieve more.

Not a soft or passive approach.

A hands-off approach:

- Increases energy and productivity.
- Is not patient with people whining and playing victim.
- Has no room for self-pitying complaint.
- Is hard in order to wake people up to their power.

Disappointment and mismatches.

Most definitions of success include: becoming an admired leader, financially abundant, living for a long time.

They focus as much on one-upping or excluding others as they do on inner peace and happiness.

Practice finding in inner vision.

Base your decisions rather on inner listening instead on the judgment of what is 'right' or 'wrong'.

Align yourself with and what feels natural. No real decisions will be necessary as you will know what to do next.

Choose people in your team whom you feel a sense of alignment.

A different kind of vision.

The hands-off manager is not a visionary as seen by most people (visionary refers here to market trends, product development). Their vision is more a vision that sees into the potential of people right here and now. The more you see in your people than they're seeing in themselves, the more you will be successful.

Vision is becoming more observation.

The rewards of hands-off decision making.

Allowing success is the opposite of forcing success. It is learning what it means to be in alignment with life and with yourself.

You will find the strengths in your people instead of trying to add what's missing.

Most businesses operate through attempts to control and focus on rules, policies, supervision, quality controls.

But if you find people who love to do what you're asking them to do, you don't have to control or motivate them.

What is the manager's job?

It is a job of learning, learning to be aware of what your people love to do, what powers live naturally inside them.

Then you will see into them, see what they love to do and listen to what they tell you.

You have to show them every time that winning your approval is not a productive pursuit.

Approval-seeking is a futile and dysfunctional pursuit.

Tuning your instrument.

Becoming the fulfillment of your potential is your highest purpose. Purpose is letting the best of what's in you come through and then giving it to the world. Everyone has the same purpose but within that purpose they have their individual outer manifestations.

Becoming available.

Stop being a micro-manager, stop being unavailable and stop looking for excuses for having certain problems.

Choose the path of being available to yourself and to others.

Clear your mind and learn to disarm the negative thoughts in your life as they arise; discover who you are and realize the best that's in you.

Become available to yourself, follow your instincts and be available for inner ideas and inspiration.

Letting go of judgment.

It is the judgment about what's happening that is upsetting managers (and not what's happening). The ability to dismiss judgment when it pops up is a critical skill for the hands-off manager to cultivate. You will have peace at your center and you will nurture a relaxed intelligence to allow you to deal well with any issue.

You will become an expert evaluator of performance without being emotionally disappointed or upset.

Living the moment.

A hands-off manager starts his day centered in a peaceful, present-moment awareness of infinite possibility.

This doesn't mean that he takes a passive attitude. He embraces actively of what is. By freeing energy he is able to act sooner.

Life is merely about how we choose to interpret it. People will be more comfortable with us when we accept them the way they are. They will trust us more and their interest will turn to doing great work for us.

Employees will share almost anything with you.

The hands-off manager enters into a true partnership focused on the success of the employee.

Deepening your desires.

The hands-off manager goes deeper to find what lies beneath an employee's desire. He knows what he wants and also why. He can put the mentoring and coaching into that context. He helps them go right to the means: they have intentions about what's inside them that would create wealth.

Living in three worlds.

We live in three worlds in every moment of every day: the spirit, the mind and the body. Most of what happens in those three worlds we can't actually see.

Most of our time we spend on focusing on the physical world (body). The physical world is just the manifestation of outcome. But by the time we see it, it's too late to change anything. The real change happens internally and becomes visible only in the external world.

In order to make a difference we have to focus on spirit (intuition and inspiration) and mind (thinking and planning). In these domains we can exercise free will and free choice.

Focus on process, not results.

The Iceberg Principle is relevant for what's occurring in our own world. What we see coming through in physical form is a very tiny portion of all that's actually happening.

The hands-off manager focuses on the process: the mind and the spirit. Results will unfold naturally.

Making a change starts in the worlds of the mind and the spirit. You receive ideas, inspirations and insides (from the spiritual world) and you create plans (from the mental world). Results are collected in the physical world.

The hands-off manager as coach.

Hands-off managers are excellent coaches because they create an atmosphere where people receive coaching gratefully.

They coach their people so that their talents are allowed to emerge and that they become more harmonious with their own inner intentions.

Team coaching = enabling people's ability to contribute to the team.

Unsolicited advice.

Coaching is not giving advice because it embraces the bigger picture. As a coach you first seek to understand the other person.

The first stage of coaching is the intake: getting in touch with the intentions and inner motivations of the person. Ask question, listen and keep your hands off their answers.

Coaching is about what's possible.

Coaching is opening new possibilities. Nothing is impossible.

A quest for understanding.

Good coaching leads to the person you're coaching achieving his or her objectives faster. You're helping people align with their own intentions.