



The Top Challenges

Managers and Teams are Facing

Developing Managers Into Learning Leaders

We at Herrmann know that managers and the employees they lead are a company's most valuable asset. Employers grow only when their employees are growing. If an organization wants to survive or better thrive, they must start by developing managers into learning leaders - but before they can do that, they have to understand what managers and teams are up against.

We've been thinking a lot about how to better empower and equip managers to succeed in their roles and lead the charge toward the future of work, which is why we set out to study management challenges by turning to our customer network and asking: "What are the biggest challenges you're currently facing as a manager?"

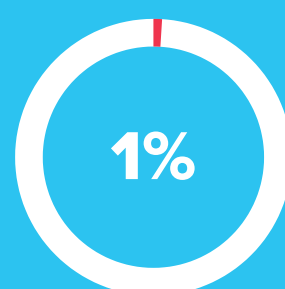
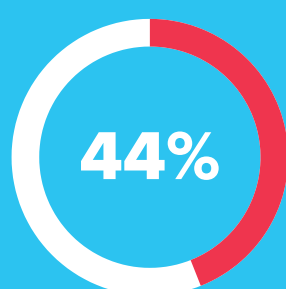
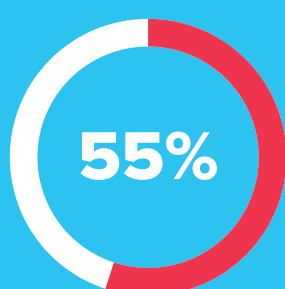
Earlier this year, we put out a call to action to our customer network to tell us about their challenges.

868 people from 127 different companies responded to our survey

472 Managers

384 Non-Managers

Unknown



In the survey, we presented a series of common management challenges:



Engaging a team when working remotely



Creating a culture of belonging



Accessing a community of managers for learning



Improving communication to reduce frustration



Retaining top performers



Addressing diversity and inclusion



Navigating difficult conversations



Communicating with partners and stakeholders



Onboarding new talent



Encouraging team members to speak up



Concern Is...

COMMUNICATION

The feedback was clear - managers and team members are most concerned about communication in many different forms.

“ One of the challenges I frequently face is effective communication to my team virtually. Navigating instant messaging, email, and remote calls can be challenging and identifying the best mode for specific communications is a definite need. ”

Top challenges identified among managers:



I want to improve communication on my team to reduce frustration



We need better communication with my team's partners and stakeholders



I'm looking for ways to create a culture of belonging on my team to retain talent



I want to ensure that my team members are engaged and empowered when working remotely

Leverage Whole Brain® Thinking to Build Optimal Performing Teams



Build Your Team's Intelligence

Apply what you learn about everyone's thinking preferences to work more productively and inclusively in person, remote or hybrid at scale.



Eliminate Blindspots

Reduce both unproductive conflict and groupthink by empowering your executives, managers, and individual contributors to apply everyone's thinking preferences to swiftly identify threats and compete in a fast-changing environment.



Harness Cognitive Diversity in the Flow of Work

Improve communication and accelerate knowledge transfer through easy-to-use integrations.

Gain Visibility in How Your Teams Think and Work Best

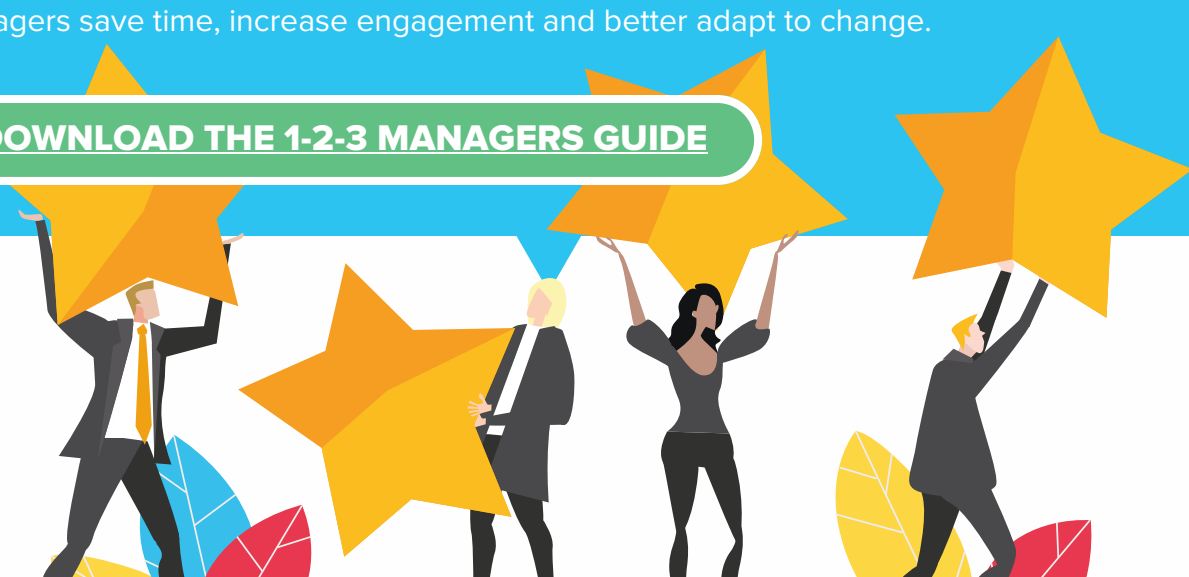
Access insights on decision-making styles across your organization at scale safeguarded with enterprise-ready security features.



Learn More About Better Leadership Using Whole Brain® Thinking

The Whole Brain® Model is a powerful tool for creating a shared language, improving alignment between your team and the tasks at hand, and learning your "secret sauce" for improving productivity and reducing your own level of frustration. For the better part of the last 40 years, our Whole Brain® Thinking framework and the associated HBDI® assessment have played a fundamental role in helping organizations be more efficient, effective, and productive - helping managers save time, increase engagement and better adapt to change.

[DOWNLOAD THE 1-2-3 MANAGERS GUIDE](#)



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