

New Manager Foundations

With Todd Dewett

Use these terms and definitions below to understand concepts taught in the course.

Transcript Search: note that you can search for terms directly within the course. To search video text, switch to the *Transcripts* tab, then press Cmd/Ctrl + F on your keyboard to run a search within the active transcript.

Term	Definition
authority	The legitimate right of a person to exercise influence and make decisions.
autocratic decision-making	When you make decisions with no input from the team. You tell them your decision.
being authentic	Being open and humble, showing your humanity, and always modeling the way.
being fair	Creating a positive and transparent workplace, where actions speak louder than words, credit is shared widely, pain is shared, and there is a willingness for all team members to get their hands dirty with difficult work.
collaborative decision-making	You make the decision, seeking input from the team.
democratic decision-making	You allow the team to make decisions no matter what you think.
diversity and inclusion	A philosophy that promotes acceptance across a wide range of ages, socioeconomic backgrounds, religions, and education.
fit	The alignment of personality, job, and skills.
lieutenant	A trusted employee who can stand in for you when needed.
rapport	The building of personal connections between individuals.
resilience	The ability to get back up after falling; to keep striving for success even after setbacks.
servant leadership	A management approach that focuses on committing to employee growth and an ability to empathize.