



Cognizant

FTM – Managing Your Stakeholders: Partnering with Your Boss

Building the Relationship

What Your Boss Needs from You

Produce

Collaborate

Lead

Inform

What Do You Need from Your Boss?



What Do You Need from Your Boss?

- Establish & communicate goals
- Value your input
- Make resources available
- Be available
- Give advice
- Support career development
- Partner to identify your team's challenges & opportunities



What do you bring to the table?

- Do you and your boss agree on the goals you and your team are pursuing?
- How do your priorities compare to your boss's?
- What is your history with authority figures?
- How do you and your boss differ as people?
- How do your strengths and weaknesses as a manager compare to your boss's?
- How does your preferred work style compare with your boss's?

“Managing Up”

- Leverage the differences to maximize the working relationship
- Know what changes to make in how we work with our boss



Your Boss's Roles

Your Boss as a Person

- Has hopes, frustrations, strengths, weaknesses, and fears
- Has a personal life
- May come from a different cultural background

How can we get to know our boss better as a person?

Your Boss as a Manager



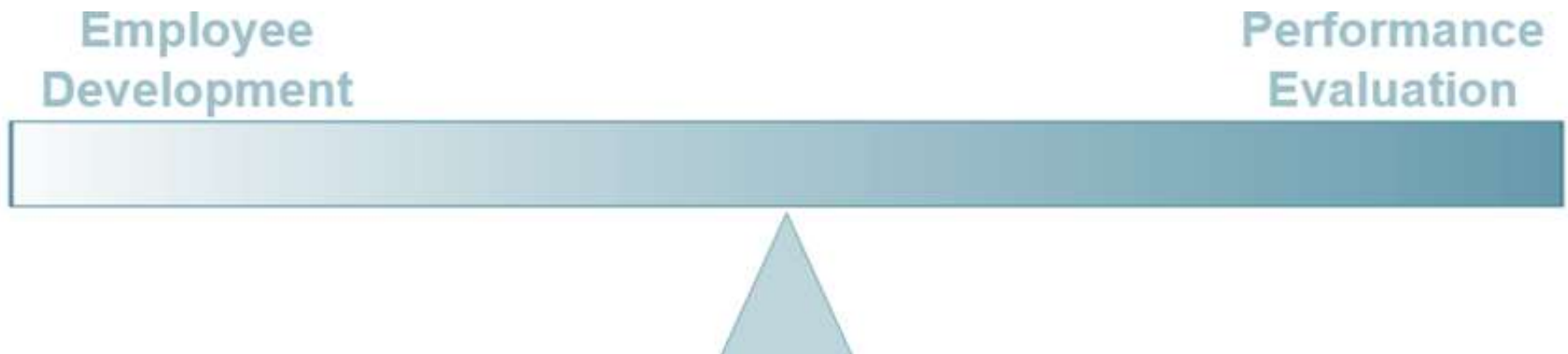
Your Boss as a Coach & Evaluator



VS.



How Can I Make It Easier?

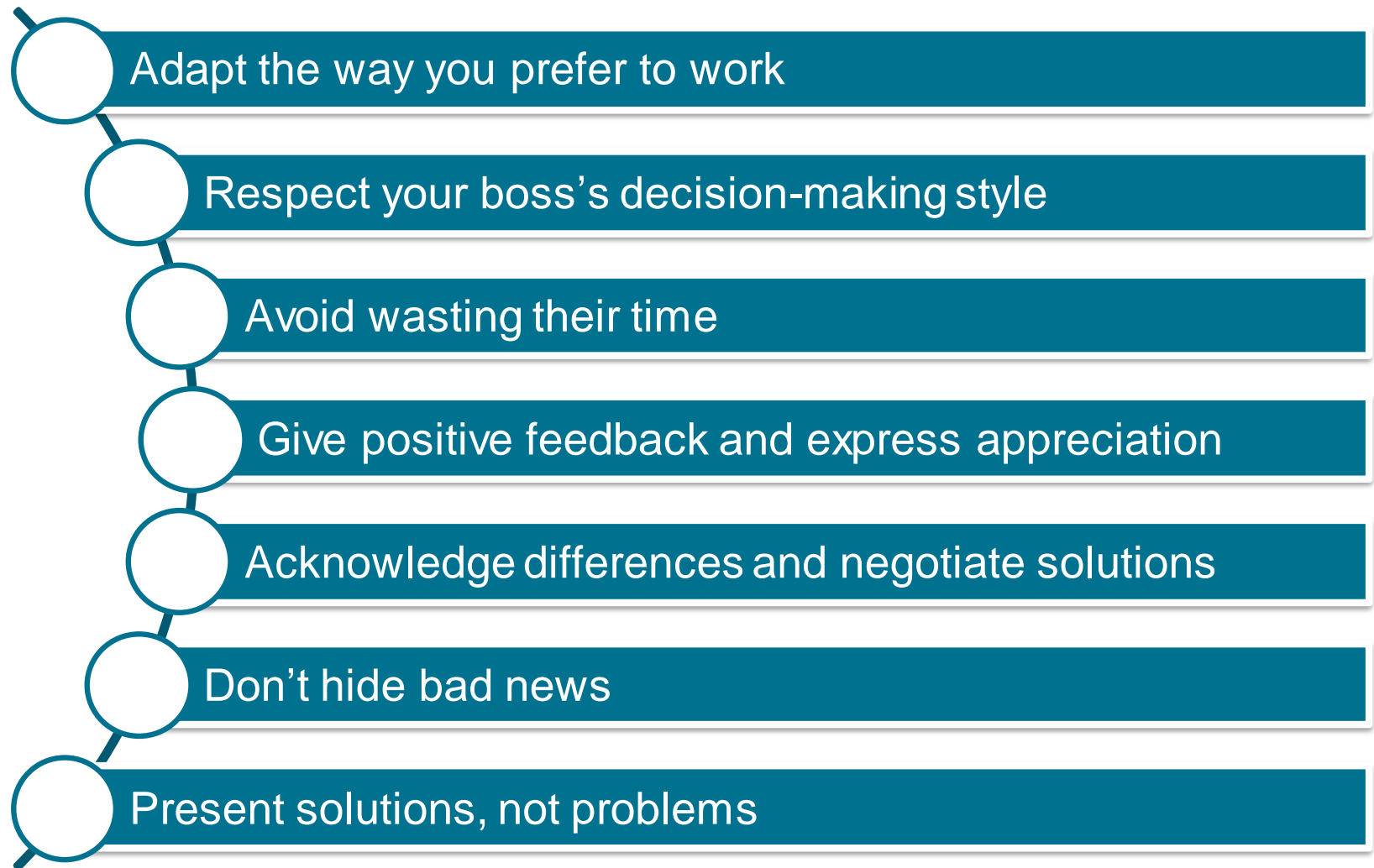


Help Your Leader Manage the Paradox

- Communicate development expectations
- Discuss career aspirations
- Ask for feedback
- Seek learning opportunities

What Else Can I Do?

Adapt for Effectiveness



I Have Multiple Bosses



I Have Multiple Bosses

- Understand Differences
- Treat all equally
- Communication Trade-Offs
- Review Conflicting Expectations Together
- Avoid Favoritism

What's Next

- Attend the Manage Your Network Study Group Session on, **Monday, May 7th**
- Email Jessica, or post on our Yammer page, a capture of your individual network or the document your are creating
 - This is needed by [Monday, May 7th](#)
- Attend the Manage Your Network module wrap-up/kickoff session on **Wednesday, May 9th**



Thank you
