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| ABOUT  VIC SMITH  Vic has worked internationally leading global learning and development teams in retail, wholesale, sporting goods and tech for over 25 years. She specializes in leader capability and has led manager and leader development at Nike, Google, and Amazon.  She is a change-focused leader with a proven track record of driving transformation in fast-paced consumer facing environments. With expertise in employee centric design, leadership, management, and team development, she helps organizations prioritize investment in people to drive business performance.  Vic is a professional certified coach, skilled facilitator, and consultant, and she combines this deep expertise with best-in-class relationship building and communication skills. She has strong desire to do great work that moves people and organizations to places never thought possible.  “I do my best work with individuals, teams and organizations looking to change culture, seek different perspectives, shift mindsets, and unlock potential. Big dreams, small goals, something in between, these are all spaces I love to help”. |





LEADERCAMP

## MANAGING UP

### HOW TO BUILD A BETTER RELATIONSHIP WITH YOUR MANAGER

WITH

VIC SMITH

MARCH 11, 2025

This Leadercamp begins with an introduction to three key areas that influence how people operate: values, decision-making, and communication style.

Using a diagnostic tool, participants will reflect on the relationship with their manager to understand where there is alignment and where there are differences. To understand how to address the findings of the diagnostic exercise, participants will explore how to proactively anticipate needs, provide relevant updates, and manage expectations.

By the end of Vic Smith’s *Managing Up* Leadercamp, participants will identify two actionable steps to help enhance their working relationship with their manager.

PARTICIPANTS WILL:

* Understand how to assess their manager’s working style.
* Know how to match their manager’s working style.
* Get clear on how to give and receive constructive feedback.

#### PREPARING FOR THE LEADERCAMP

The Leadercamp Guide can be used as a tool for facilitators and participants to get the most out of a Leadercamp experience. It includes an overview of what will be covered in the Leadercamp, information about Vic Smith, and suggestions for different ways you and your team can learn together or individually. Each guide concludes with application and reflection prompts to apply what you’ve learned.

##### About This Guide

This guide will help you prepare for and facilitate the program ***MANAGING UP: HOW TO BUILD A BETTER RELATIONSHIP WITH YOUR MANAGER***. The purpose of this guide is to help you generate a dialogue among participants and apply key concepts from the presentation to your own learning objectives. The guide can be leveraged effectively for both large and small groups.

##### The Audience

This program is for executives, managers, supervisors, and line staff. Ideally, the materials should be presented in a group setting, where the responses of others can be discussed and shared.

##### Watch As a Team

Prior to the Leadercamp, Zoom links are set up in Percipio. To host the Leadercamp for your team with Zoom, click on the Zoom link for the Leadercamp so that it’s ready to start on your screen. Then start a Zoom meeting, share your screen, and when you get asked what you want to share, choose the browser window with the Leadercamp ready to play. Select **Share** and enjoy! Be sure to contribute to the discussion in the chat feature.

##### For Individual Viewers

Watching alone this time? No problem. Click on the Zoom link in Percipio for the Leadercamp and begin watching. Get the most out of the event by participating in the conversation via the chat feature and by taking notes. And don’t forget to ask any questions you may have during the Q&A session.

#### APPLY WHAT YOU’VE LEARNED

Answer these questions to reflect on the Leadercamp and reinforce the ideas, practices, and strategies you’ve learned.

Did you learn about your manager's working style?

How can you adjust your own working style to better match your manager's?

What specific actions can you take to proactively anticipate your manager's needs?

How can you improve your communication with your manager to manage expectations more effectively?

Are there any areas of misalignment between you and your manager that you need to address?

What steps can you take to give and receive feedback more constructively with your manager?