

The Whole-Manager Playbook

TURN GREAT PERFORMERS INTO
EXCEPTIONAL LEADERS

BOON
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INTRODUCTION

Why Today's Managers Need More Than Just Skills

Ever notice how your best technical performers don't always make your strongest leaders? That's because management requires a completely different toolkit - one that goes beyond spreadsheets and processes.

The Reality: Your managers are talented, driven, and committed to their teams. But they're also:

- Navigating complex team dynamics
- Balancing performance with well-being
- Making decisions that impact people's careers
- Sometimes wondering if they're doing it "right"

The Opportunity: When managers develop as whole people—not just task executors—everything improves: team performance, retention, and their own sense of confidence.



Case Study: From Task Manager to People Leader

Sarah, a brilliant software developer promoted to Engineering Manager, was drowning in meetings and team conflicts. Through coaching, she developed delegation skills and emotional intelligence that transformed her team. Team velocity increased 30% and two flight-risk engineers decided to stay.



THE WHOLE-MANAGER FRAMEWORK

Three Essential Areas Your Managers Need Support

Leadership is more than **managing people**—it's about **mastering yourself**.

Self-Awareness & EQ

Understanding yourself before leading others

Most managers get promoted for their technical skills, but leading people requires a different kind of excellence. Understanding your own patterns and triggers is the foundation of confident leadership.

The Evening Reflection Practice

Take 3 minutes to check in:

- "What energized me today?"

- "What leadership moment challenged me?"
- "What would I try differently tomorrow?"

Quick Win: Start tomorrow by noting your energy levels at three key points: morning kickoff, after lunch, and end of day. Notice what fills or drains your tank.

Boon Success Story: The Reactive Leader Who Became a Listener

Mark, a VP of Sales, struggled with emotional outbursts in meetings. Through coaching, he learned emotional regulation techniques, improving morale and reducing turnover on his team by 40%.

People & Performance Management

Transforming from task-assigner to team developer

Great management isn't about controlling work—it's about developing people. Transform your conversations from status updates to real development.

The 40-Minute Meeting Framework

10-Minute Energy Check:

- "On a scale of 1-10, how energized are you feeling?"



- "What's exciting you most about your work right now?"
- "Where do you feel stuck?"

15-Minute Performance Focus:

- "What's consuming most of your time?"
- "What would make your day 10% easier?"
- "Where do you need more support?"

15-Minute Growth Discussion:

- "What new skills are you curious to develop?"
- "Where do you see opportunities to expand your impact?"
- "How are you progressing toward your bigger goals?"



Pro Tip: Don't try to cover everything. Focus deeply on 1-2 areas that matter most today.

Sustainable Leadership & Resilience

Because burned-out managers create burned-out teams

Leadership is a marathon, not a sprint. Building systems for sustainable performance is crucial for both you and your team.

The Energy Audit Exercise

Track your activities this week and mark them as:

- **Energizing:** (Strategy, mentoring, creative problem-solving)
- **Neutral:** (Regular meetings, routine updates)
- **Draining:** (Constant interruptions, unclear expectations)

Then ask: "How can I reshape my week to protect and amplify my energy?"

Quick Win: Block two 30-minute "strategy breaks" in your calendar next week. Use them for big-picture thinking or recovery—not catching up on email.

IMPLEMENTATION TIMELINE

The 90-Day Transformation

Days 1-30: Self-Awareness Foundation

- Complete leadership style assessment
- Introduce one reflection practice into your routine
- Identify your key emotional triggers in leadership moments

Days 31-60: Team Connection

- Redesign your 1:1 approach using coaching questions
- Practice the SBI feedback model with one team member
- Create your team psychological safety baseline measurement

Days 61-90: Sustainable Performance

- Develop your personal sustainability plan
- Redesign your calendar based on energy management
- Establish success metrics that balance performance and well-being





Why Coaching Makes the Difference

Today's managers face challenges that traditional training alone can't solve. **While workshops and online training modules teach frameworks, real leadership requires ongoing support to:**

- Navigate difficult team conversations in the moment
- Make decisions under pressure
- Maintain boundaries and energy
- Lead sustainably through uncertainty

This is where coaching transforms the equation.

Think of coaching as your personal leadership partner.

Your Boon coach provides:

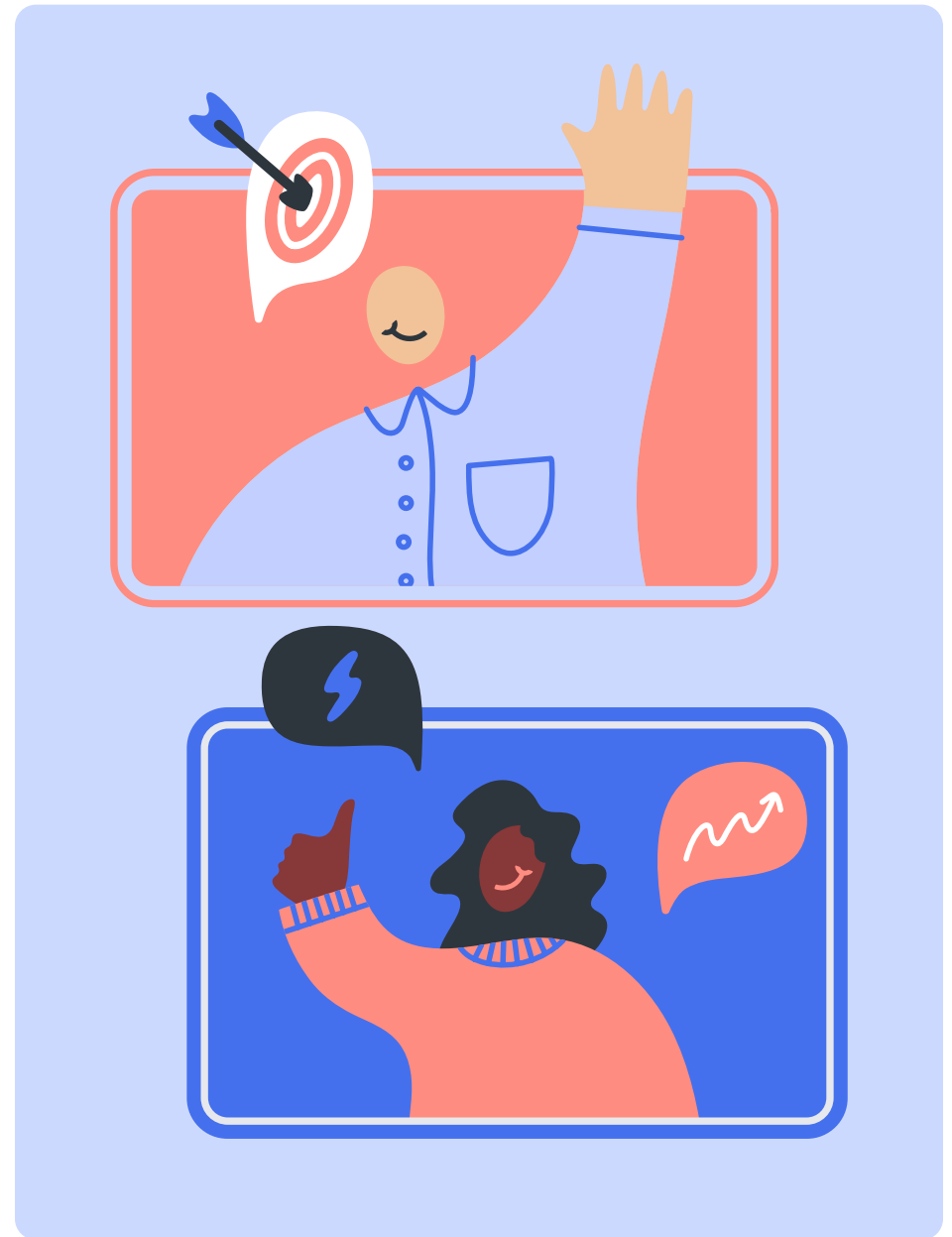
- A confidential space to work through real challenges
- Strategies tailored to your unique style
- Support for both performance and wellbeing
- Accountability for lasting change

Whether you're stepping into a new role, scaling your impact, or seeking more sustainable success, coaching helps you thrive, not just survive.

Transforming Managers Into Leaders

Coaching transforms managers from mere task executors into well-rounded, inspiring leaders. It's not just about acquiring new skills—it's about cultivating self-awareness, balancing the technical with the personal, and unlocking the emotional intelligence needed to navigate today's complex workplace challenges. With tailored coaching, managers can turn everyday obstacles into opportunities for growth, build trust within their teams, and confidently lead with both heart and strategy.

Every session is a collaborative partnership where our coaches work side-by-side with your managers, offering down-to-earth guidance that's both practical and transformative. This approach not only enhances leadership confidence but also fosters resilient, engaged teams that drive sustainable success. With our support, your managers gain the clarity and tools to thrive, creating a ripple effect of positive change across your organization.





PUT US IN COACH

Ready to Support Your Managers?

Curious What Your Managers Would Focus on First?

Our coaches understand your industry's unique dynamics and can help your managers turn challenges into opportunities for growth.

Schedule a Call

boon-health.com

