

Building an Organization of Great Managers

Sample four-month engagement



Month 1

Expert Guidance

Service Planning Kickoff Call

Meet your service team. Identify initial Gartner support — Advisory conversations, diagnostics, etc.

Expert Guidance

Build an Organization of Great Managers

Meet with a Gartner Executive Partner to review obstacles and opportunities on how to improve manager effectiveness

Actionable Insight

How to Build an Organization of Great Managers

Learn how to improve manager effectiveness by focusing not just on manager skills but on their job manageability.

Must-Attend Events

Talent Angle Podcast: Redefining the Manager's Role

Former Kimberly-Clark CHRO, Liz Gottung, recommends HR leaders re-evaluate the organization's expectations for managers to remove the excess and refocus effort on strategic business priorities.



Andrea Holzman
Account Executive



Belén Fernández
CHRO Executive Partner



Month 2

Expert Guidance

Make the Manager Role Manageable

Speak with a Gartner Expert to discuss how to avoid overwhelming managers with increased responsibilities while reinforcing Connector Manager behaviors in all managers.

Actionable Insight

Strengthen Your Manager Pipeline by Promoting Self-Discovery

Equip aspiring managers to self-discover their fit for the new role.

Actionable Insight

Case Study: Self-Discovery Management Trial Program

Build a pipeline of aspiring, capable managers by preparing employees for the hardest parts of the manager role and allowing them to safely opt out of management.

Decision Tools

Toolkit: Create a Habit Building Program for Managers

Use this toolkit and guidance to help you design development programs that help managers build the right habits and enable lasting behavioral change.



Kimberly Shells
Sr Director, Advisory



Month 3

Actionable Insight

Case Study: Manager Habit-Building Programs

Enable your people leaders to consistently demonstrate better leadership behaviors by helping them incorporate good habits into their work.

Expert Guidance

Focus on Manager Habit Building, Not Just Skill Building

Speak with a Gartner Expert to discuss how to help managers develop strong people management habits.

Decision Tools

HR Score for Learning & Development

Evaluate the effectiveness of your manager development approaches using objective, peer-based performance standards.



Vittorio Bretas
SDirector, Advisory



Month 4

Decision Tools

Toolkits: Build and Support Connector Managers

Use our resource guide and toolkits to reinforce the Connector approach for all managers and improve sustainable employee performance by up to 45%.

Actionable Insight

How to Empower Managers to Build Team Resilience During Change

Empower managers to act as resilience builders by boosting team capacity and reducing employees' change fatigue to achieve sustainable performance.

Expert Guidance

Prepare for the C-Suite

Meet with a Gartner Executive Partner to craft a compelling presentation on how HR should make the manager role manageable and build an org of great managers.



Belén Fernández
CHRO Executive Partner