

Manager insights

Managers have enormous potential to help more people do their best work. New data reveals the keys to unlocking that power.



The good news

Successful managers activate employee engagement, inspiring positive energy and retention. They build thriving work cultures, where people love their jobs and achieve clear focus on business strategy.

Employees who recommend their manager are:

2.3x

more likely to be engaged

2x

more likely to stay with the organization

2.3x

more likely to have clarity about their company's strategy*



*compared to those who don't recommend their managers

The bad news

Even before the pandemic, being a manager was a tough job. Now managers are coping with new obstacles, including an overload of meetings and messages that blur the boundaries between work and personal life.



Collaboration skyrocketed amid pandemic challenges

Data reflects an increase in Microsoft Teams chats and meeting activity between February and August 2020



increase in Teams chats per person overall



increase in the number of meetings and calls per week

Source: "A pulse on employees' wellbeing, six months into the pandemic."

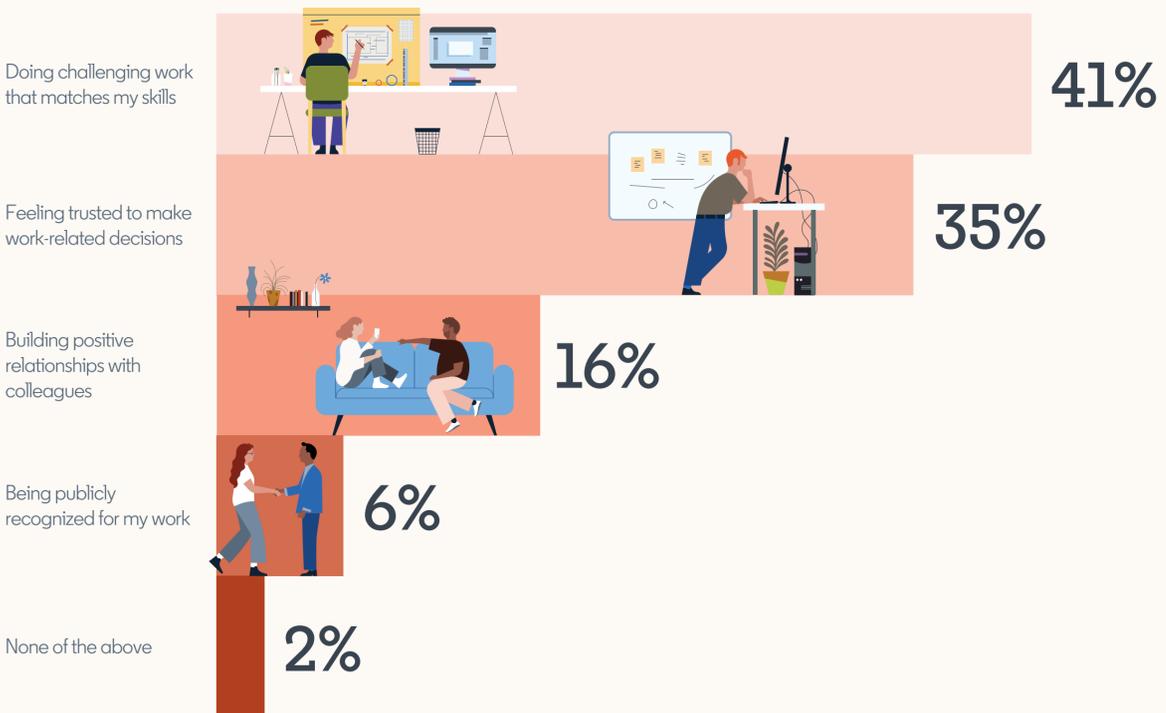
The important takeaway

Organizations that support every manager's potential can spark tremendous energy. This starts with understanding what empowers managers, including the right work and a sense of trust — factors that are more than 5x more important than public recognition.



What motivates managers to do their best work?

Percentage of managers who rated the importance of the following factors regarding their work needs:



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The State of the Manager Report is here to support your organization with data, inspiration, and one particularly critical idea: organizations succeed when people succeed.