

Session Title:	Its Tough in the Middle
Speaker(s):	Matt Shore, University of Lancashire
Chair:	Ellie Collins
Reporter:	Jen Barton

Speaker/Institution Bio/Information:	Schools and Colleges Liaison Manager
Overview/Aim of session:	<p>They say its tough at the top but what about the middle:</p> <ul style="list-style-type: none"> • Open up a forum of middle management. • Well-being, keeping morale of the team. • Why is it so tough. • Sponge v's sieve. • Communication up and down.
Workshop Content	<ol style="list-style-type: none"> 1. Introductions and what the biggest management challenge you have. <p>Session lead feedback:</p> <ul style="list-style-type: none"> • Pleasing all parties, managing expectations from all angles, choosing what to feedback when, staying motivated, reading the room. • Time has been a benefit, in managing those who were peers to then being taken seriously, staying motivated. • Feedback - when - finding the right time of the week/year and how. <ol style="list-style-type: none"> 2. Sponge v's sieve: <ul style="list-style-type: none"> • 2 types of managers. Sponge absorbs everything and things get saturated, focuses on negative. • Sieve - filters intentionally, keeps the good stuff and promotes growth. Be the right sieve for the right job. Keep the good stuff and let go of the bad. <p>Session leader feedback:</p> <p>Letting things go to the team when you need to and</p>

	<p>only the key information that they need.</p> <p>3. Communicating up and down:</p> <ul style="list-style-type: none"> • Understanding your team, ways of communicating, timing is everything, removing the while noise. • Using the right platform for the right messaging. • Figuring out when is the best time for certain key information being sent. • Sifting the messaging that you get and removing the unnecessary. What is the key message/information. • You dont always to have a positive spin on all messaging. You can deliver bad news and recognise its bad news.
Case Studies/Examples:	Video shown.
Scenarios/Roundtable discussions:	<ol style="list-style-type: none"> 1. Introductions and what the biggest management challenge you have. • Managing ambition where there is limited opportunity for progression. • Separating friendship and line management. • Managing people who have been unsuccessful when applying for promotion. • Conflicting instructions from manager and manager's manager. • Promotion internally and changing dynamics. • Manager, but don't have a Head of. <p>2. Are you a sponge or a sieve:</p> <ul style="list-style-type: none"> • If your line manager is one, you almost have to be the other.

	<ul style="list-style-type: none">• If you are being a sponge for your team, you are maybe protecting them.•• Get feedback from your team on what you are relaying to them, is it enough, too much detail? <p>Why does it always rain on me?</p> <p>Table activity, what do you do that releases the pressure and stops the rain overflowing.</p> <p>Brag book: work related, log all of your achievements. Can be small things. Good to look back on and reflect on.</p>
Questions and Answers:	
SummaryKey takeaways:	Get in touch if you want to be part of a whatsapp group to discuss challenges with Hannah: hvw8@le.ac.uk