

The hassles of micro-management

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Incipit

Inspired by a [comment](#) written by [Oleg Vishnepolsky](#) about the micro-management

| Logic can take you from A to Z. Imagination can take you anywhere.

While micro-management kills creativity. Do you agree?

The micro-management way to hell

There are millions of ways for empowering others but a single way to castrate them. It is called micro-management. Thus, it is easier to depict the disastrous effects of micro-management on the daily basis. In fact, it is a maniac attitude not a spot activity.

Micro-management is the way chosen by those are not able to being leaders but fear to lose their authority, their power or the control. It is the most subtle way to tell others, they are untrustworthy. After all, by someone that in first place do not trust her/himself and in her/his own abilities to govern a team and direct a project to its conclusion.

The visceral need to micro-management others on the daily basis, should be considered a trait of a maniac personality. Sometimes, it is due to an exaggerated expectation on others/themselves.

Expectation is the root of all headaches.

What does micro-management break?

It does, definitely.

It breaks the diversity because it breaks the creative and lateral thinking. It breaks the engagement. It breaks the critical thinking because it breaks the self-confidence in being able to deal with a task autonomously. Thus, it breaks Innovation.

- It breaks everything that is not a thing and for which it worths doing our work.

There is no a good way to do micro-management because there is no way to do efficiently something that should not do in principle at all.

- This is a behaviour that depicts a really weak and insecure bossing personality.

A micro-manager is like a parent that watches constantly her/his own child and always repeat the same message: *not good enough*.

It breaks trust and affection.

Being genuine to lead others for the better

A great team leader wishes to be involved in everything, aim to collect information about everything, questioning about everything and positively challenge others but letting them doing their own job.

S/he intervenes on a specific point to address a problem which would break the task or the achievement but let others to make their own mistakes to learn and to teach them they are responsible for their own, not alone but autonomous.

S/he listen but do not spy, lets them to tell her/him the false and pretend to believe them, anyway. S/he watch but do not judge. S/he offer them always a chance to change their opinions, to fix their mistakes, to improve their doing, to revert saying the truth but also know the right time and the way to enforce or correct a statement or a behaviour.

S/he is not always nice, nor balanced, nor calm, nor right, nor easy going. S/he may be harsh, unfair, angry, wrong and hard. S/he embedded in her/his leadership all the contractions of the life, because of this is truly genuine. S/he is real before everything else, like all us around.

Conclusion

Great expectations and a maniac micro-management are the two keys for an hellish heart-breaking failure.

Kill your idol before it's too late!

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