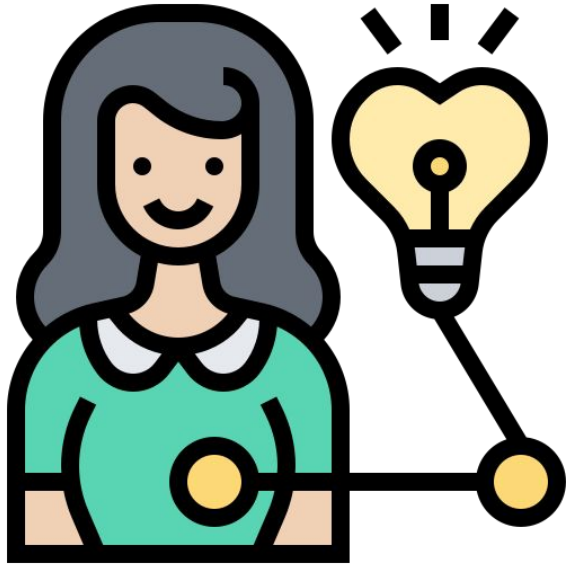


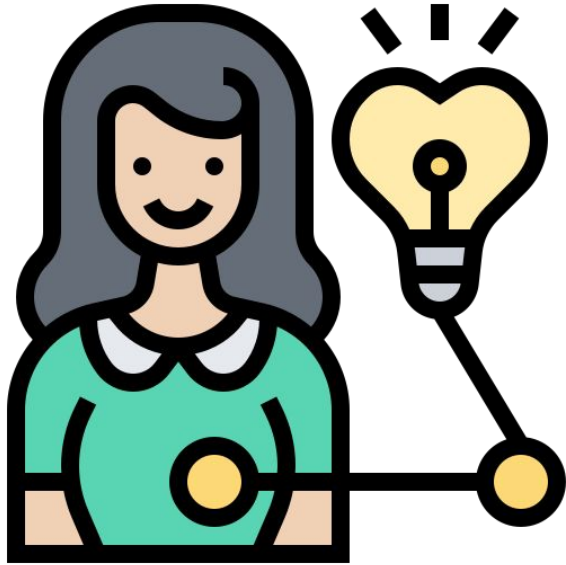
The background features a white background with several colorful circles and dashed lines. In the top left, there is a large teal circle with a white center, a smaller teal circle, and a dashed teal circle. In the top right, there is a large lime green circle, a smaller green circle, and a dashed green circle. In the bottom left, there is a large green circle with a white center, a smaller orange circle, and a dashed yellow circle. In the bottom right, there is a large yellow circle, a smaller orange circle, and a smaller pink circle. A large dashed blue circle is also present, partially enclosing the text.

# Unravelling the misconceptions of managing up

Neha Batra  
@nerdneha



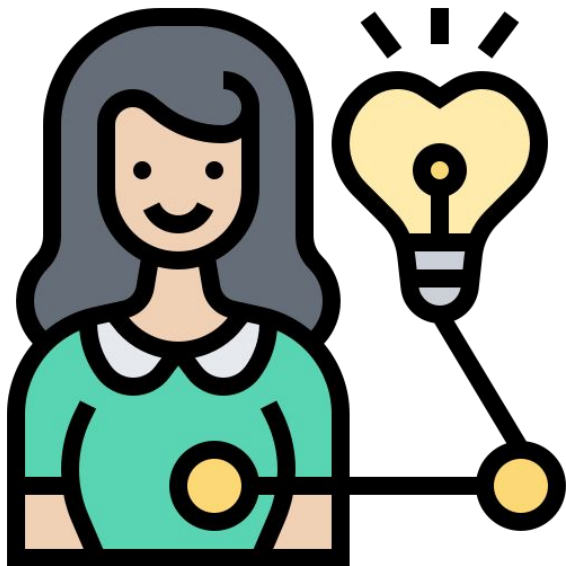
Me



Me



Six Managers




Me



Managing up



Six Managers

- 
- A decorative graphic consisting of various colored circles and rings in shades of teal, orange, yellow, pink, and green, scattered across the slide. Some are solid, some are dashed, and some are hollow rings.
1. Myths of managing up
  2. Breaking down the relationship
  3. When to manage up

A large orange circle is the central focus, containing the text "Myth #1". Surrounding it are several other circles: a large teal one at the top left, a smaller teal one below it, a small pink one at the top, a yellow one with a dashed border and a white center at the top right, a large lime green one at the bottom left, and a small green one with a white center at the bottom. A dashed teal line is also visible in the top left corner.

# Myth #1

**Myth #1:** A manager relationship is just chemistry



# Myth #1

**Myth #1:** A manager relationship is just chemistry

**Reality:** They take work

A large orange circle is the central focus, containing the text "Myth #2". Surrounding it are several smaller circles in teal, pink, yellow, and green. A dashed blue line is visible in the top left corner, and a yellow circle with a dashed border and a white center is positioned near the top right of the orange circle.

# Myth #2

**Myth #2:** Managing up is sucking up or manipulation



A large orange circle is the central focus, containing the text 'Myth #2'. Surrounding it are several smaller circles in teal, pink, yellow, and green. A dashed blue line is visible in the top left corner.

## Myth #2

**Myth #2:** Managing up is sucking up or manipulation

**Reality:** You're doing them a favor

A large orange circle is the central focus, containing the text "Myth #3". Surrounding it are several smaller circles in teal, yellow, pink, and green. A dashed blue line is visible in the top left corner.

# Myth #3

**Myth #3:** In an ideal world, you wouldn't have to manage up

A large orange circle is the central focus, containing the text 'Myth #3'. Surrounding it are several smaller circles in teal, pink, yellow, and green. A dashed teal line is also visible in the top left corner.

# Myth #3

**Myth #3:** In an ideal world, you wouldn't have to manage up

**Reality:** Humans are too unique and different for this to be automated



# Myths

**Myth #1:** A manager relationship is just chemistry

**Myth #2:** Managing up is sucking up or manipulation

**Myth #3:** In an ideal world, you wouldn't have to manage up



# Manager dynamics

- ◎ Relationships
  - ◎ Power
- 



# Relationship Dynamics

- ◎ Shared experiences
  - ◎ Vulnerability / Risk
  - ◎ **Build trust**
- 

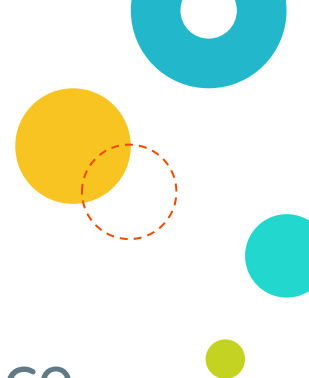


# Relationship Dynamics

- ◎ Shared experiences
- ◎ Vulnerability / Risk
- ◎ **Build trust**
  - Find opportunity + execute
  - Communicate
    - Say you're going to do it
    - Do it
    - Say you did it



# Power Dynamics

- ◎ They have access and influence over things that affect you
    - ◎ Get it for you
    - ◎ Share why not
  - ◎ **Managing up is influence work**
- 



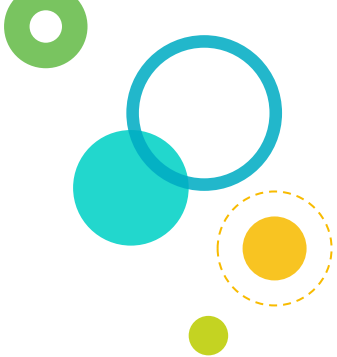


# When to manage up

- ◎ Relationship
  - ◎ Power
- 

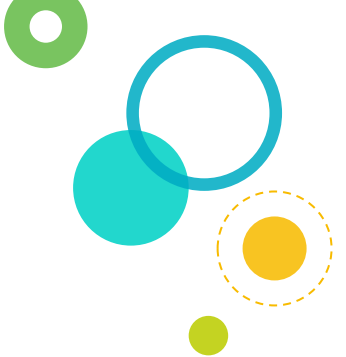


# When to manage up

- ◎ Relationship
  - ◎ Power
    - ◎ Decision
    - ◎ Risk
    - ◎ Communication
- 



# Scenarios

- ⦿ Promotion
  - ⦿ Team needs headcount
  - ⦿ Saying no
- 



# Promotions

- ⦿ Decision ✓
  - ⦿ Risk ✓
  - ⦿ Communication ✓
- 



# Things to think about

- ◎ Curiosity
    - ◎ *What's info I have that my manager doesn't?*
    - ◎ *What's info my manager has that I don't?*
  - ◎ Risk budget
    - ◎ *What's feels scary that I can afford to try with my quarter's risk budget?*
- 