

Welcome to the 5th edition of RedPoint Management's client newsletter. This is a simple way for us to stay in touch with you so that you are receiving the most value from our services. You are most likely getting this newsletter because we have a Birkman™ Profile on you and we want to see that it continues to bring value to your work and life.

Serious

Practical

Fun

### Better Management using The Birkman Method™ and RedPoint

**Purpose:** I hope this document will serve as a quick reminder of what is possible when you employ The Birkman Method™ in the everyday management of your staff.

**Motivational Reminder:** Management is a well-crafted blend of art, science, personal and professional experience. To add to that are literally thousands of subject specific books, articles, theories, and studies that can add to your understanding of what management practices can be worthwhile. Fortunately, you have one very powerful tool already at your disposal, The Birkman Method™.

**When to review a direct report's Birkman scores:**

- Before giving new assignments or job responsibilities
- Before feedback or when taking corrective action

- Managing for professional growth
- Before having a tough talk
- Before praising or delivering incentives
- Dealing with team relationship issues
- Role clarification

**Delivery:**

In most cases, simply review your direct report's Profile Summary and Coaching sheet.

These will help you:

- Deliver the message in the way the person needs to hear the message
- Deliver with the proper tone of authority and structure
- Avoid being misinterpreted
- Set realistic goals and deadlines
- Gain a better working relationship because you thought about the above.

**Summary:** A quick glance at staff member's Birkman Reports prior to almost any meeting will have you better prepared to capitalize on strengths, make your communications clear, and foster better working relationships. Its good for you, good for the recipient, good for your company and with each passing success you will gain a greater appreciation for your leadership and management skills.



**Please call or email with questions,  
comments or referrals**

The mission of RedPoint Management is the development of more productive working relationships. We want to see people enjoy their work, to contribute, and find meaningful relationships as we strive for results and purpose in life and work.

*RedPoint appreciates your referrals and continued evangelism for our services. Thank you!*