

Paul Chapman

# Is your management team effective?



A common theme in our discussions with successful business owners is one of frustration – “my management team doesn’t seem to be able to work successfully without constant input from the directors”.

There are many issues that can inhibit a company’s success – but an under-performing ‘Tier 2’ management team is one of the most serious. For a company to be successful, the directors must be able to focus on the direction of the business - its future opportunities and issues – and to do that they must be sure that the day-to-day activities are being performed well and in a way that produces happy customers and a healthy bottom line.

Common symptoms of an underperforming ‘Tier 2’ include:

- your staff bring you problems rather than potential solutions
- everything seems to need your input to be successful
- you spend your day fielding questions from managers
- new initiatives have to come from you,
- the drive for success only comes from you

If this is an issue in your company then look at - [Motivating and Focussing your Management Team](#) and - [Making Tier 2 Management Teams effective](#) or, for more information, get in touch with me,

## Azure Partners

Azure Partners work alongside the boards of progressive companies from their earliest stages through growth and maturity to preparing them for sale or flotation. They have the skills, the commercial experience and the necessary knowledge to significantly enhance the value of your business. In 2014, the turnover of the five most engaged companies increased by 13% on average (16% in 2013). The average profits of those 5 companies increased by 82% (107% in 2013).

Paul Chapman on 0207 100 1233 or [paul.chapman@azurepartners.co.uk](mailto:paul.chapman@azurepartners.co.uk)

© Copyright, Paul Chapman

## About the Author

Paul Chapman had over 20 years’ experience of marketing, sales and general management in the UK, Europe, USA and the Far East in both blue chip and early stage companies. He held managing director and marketing / sales director positions in 3 very high growth companies. He has experienced an IPO on NASDAQ, is a member of the Institute of Directors, and has been a company mentor with the Universities of Southampton and Surrey. He joined the Azure Partners board in 2004.

## Co-ordinates

Azure Partners Limited  
 Website: [www.azurepartners.co.uk](http://www.azurepartners.co.uk)  
 Mobile: 07711 219880.  
 Office: 0207 100 1233  
 E-mail: [paul.chapman@azurepartners.co.uk](mailto:paul.chapman@azurepartners.co.uk)  
 Address: 60 Cannon Street, London EC4N 6NP, UK



## Important Notice

© Copyright 2015, Bizezia Limited, All Rights Reserved

This article appeared in Better Business Focus, published by Bizezia Limited ("the publisher"). It is protected by copyright law and reproduction in whole or in part without the publisher’s written permission is strictly prohibited. The publisher may be contacted at [info@bizezia.com](mailto:info@bizezia.com) (+44 (0)1444 884220).

The article is published without responsibility by the publisher or any contributing author for any loss howsoever occurring as a consequence of any action which you take, or action which you choose not to take, as a result of this article or any view expressed herein.

Whilst it is believed that the information contained in this publication is correct at the time of publication, it is not a substitute for obtaining specific professional advice and no representation or warranty, expressed or implied, is made as to its accuracy or completeness. Any hyperlinks in the article were correct at the time this article was published but may have changed since then. Likewise, later technology may supersede any which are specified in the article.

The information is relevant primarily within the United Kingdom but may have application in other locations.

These disclaimers and exclusions are governed by and construed in accordance with English Law.

Publication issued on 1 November 2015