

Simone Janson (ed.)

Leading in the Sand wich Position

Suffering in middle management,
from permanent stress to
depression, communicate
decisions, set limits in risis, learn
to delegate for managers



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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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specifically tailored to your needs, we want to ensure that you make the most of this reading experience.

Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because middle management has a particularly difficult time: Many of these executives are tired and helpless between the demands of their own superiors and the requirements to lead teams efficiently and delegate unpleasant tasks. In many, hectic and insecurity determine everyday life and lead directly to resignation, depression and exhaustion. This book shows how they can fulfill their management tasks and at the same time remain human and contact persons for their employees.

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This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

Information as desired with Membership Discounts, eCourses, Workbooks, and custom, individual eBooks

Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

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Career planning and strategy for executives: 3 practice tips against operational blindness

// By Maïke Dietz

The longer employees are in the company, the more blind they may become. Even experienced executives do not escape this fate. 3 tips.

Career planning is often done wrong

Even experienced executives lose sight of their opportunities and opportunities for advancement in everyday stress, they are too busy with their daily challenges and the view is often too limited.

As a result, career planning is either completely neglected or focused on reaching the next hierarchical level, alternatives are simply overlooked. They too should realize that the employment contract is no longer an alliance for life.

Practical tip 1: Regular retreat is required!

As for young executives, the following is also true: To withdraw regularly from the hustle and bustle of everyday life and to consider what you really want to achieve, where the path can still go and to set it down in writing!

One way for older executives to feel right in their work environment is to look for other interesting companies and vacancies and, if necessary, to approach them directly.

In case of dissatisfaction with the current activity, however, it is advisable to consider which talents do not currently apply.

- In which activity does time go by quickly?
- Where exactly can this talent be lived and possibly developed further?
- What other competences or experiences do the management need?
- How can they be obtained?

Praxistipp 2: Be open to new things!

Those who had been working exclusively in a company for many years should not exclude external opportunities and go completely new ways. One possibility for older managers is to expand the external network and participate, for example, in specialist, industry congresses and trade fairs.

Or log on to social networks like Xing or LinkedIn and search for contacts in industries or companies that might be interesting. It is also very promising to search the job advertisements on the Internet.

There is also the possibility to deposit his / her CV and to be automatically informed about new suitable job advertisements. Of course senior executives should not neglect the internal alternatives.

Practical tip 3: Proactively looking for new ways!

Anyone who has held a position in a company for a long time is believed to be happy and satisfied there. It is therefore essential, especially for experienced executives, to proactively approach supervisors, present their own goals and discuss together how they can be achieved.

If this exchange has not taken place in the past, top people are well advised to catch up with it as quickly and well prepared as possible. It is also promising to address topics that are of interest to the company in order to attract attention.

- Where are problems right now?
- Which solutions did the management develop?
- What can you do?

But always remember to act with the necessary tact, so as not to snub anyone out of the company.