

This song was commissioned to ‘bring to life’ some of the most important and difficult challenges affecting workforce performance – the relationships between managers and their teams.

In our research, we are constantly looking at new ways to represent the social dynamics of the workplace and this song shines a light on the *7 deadly sins* that damage the relationships between managers and their teams. Hopefully, it will inspire managers to face down their sins and find another way to develop better relationships with their co-workers.

We know that these relationships are critical to workforce performance.

Professor Julian Birkinshaw, a leading global management thinker and author of *Becoming a Better Boss: Why Good Management is so Difficult* was delighted that we peered into the prism of the 7 deadly sins to develop the ideas described in his book. He acknowledged that if managers can reflect and improve on their habits and behaviours, it will have benefits all round.

The 7 Deadly Sins of Management (adapted from Birkinshaw, 2013)

Manager Sin	Description
Greed	A Greedy manager will chase anything in order to get noticed.
Lust	This describes a manager that will do things that make no rational sense, but are seen to play to the manager’s desires – e.g. ‘vanity projects’.
Wrath	This describes a manager that suffers from frequent loss of temper, making them unapproachable
Gluttony	This describes a manager who wants to be involved in all decision-makings, never rests and wants to be constantly updated
Pride	This manager allows pride and supreme confidence to overrate their own abilities
Envy	Envious managers take credit for their employees’ achievements and do not promote their high performers because they fear that this can uncover their limitations
Sloth	Managers who do not do their jobs properly and often show no attention/ interest in the needs of their team. Their primary focus is on their personal interests and own comforts.