



EPISODE 10

Managing Up Without Sucking Up

Managing up isn't flattery — Harvard Business Review defines it as **creating value for your boss and your company**. Just adapting to your boss's communication style makes you 70% more effective. Three moves that multiply your work instead of replacing it.

KEY STRATEGIES & IDEAS

Your boss doesn't need a fan. They need a force multiplier. These moves make you that person.

1. Learn Their Operating System

What are your boss's top three pressures? How do they like information — short or detailed, written or verbal? Adapting to their style alone delivers a 70% effectiveness lift.

2. Bring Solutions, Not Problems

Surface every roadblock with two or three vetted options. You shift your boss from reactive fixer to strategic approver — and every option they pick rehearses trust in your judgment.

3. Make Them Look Good Upward

Run a strict no-surprises policy, and let credit flow upward through your boss. The people who decide your promotion ask your boss about you — generosity with credit is the most strategic visibility there is.

ACTION & REFLECTION STEPS

- ☐ **Map your boss's operating system.** Write down their top three pressures, their communication style, and what a win looks like for them this quarter.

My boss's operating system:

- ☐ **Audit your upward communication.** How much of last month matched their style vs. yours? Pick one adjustment to make this week.

SKIP LEVEL

STRATEGIC LEADERSHIP FOR LEADERS
READY TO THINK TWO LEVELS UP



JOE DUTKIEWICZ

SKIP LEVEL

strategic leadership for leaders ready to think two levels up

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- ☐ **Bring a solution with your next problem** — two options and a recommendation attached to every roadblock you surface.
- ☐ **Send credit upward once this week.** When something goes well, make sure your boss's boss can see your fingerprints through them.

Think two levels up. — Maya & Marcus

Joe Dutkiewicz

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