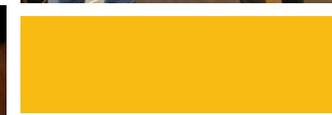
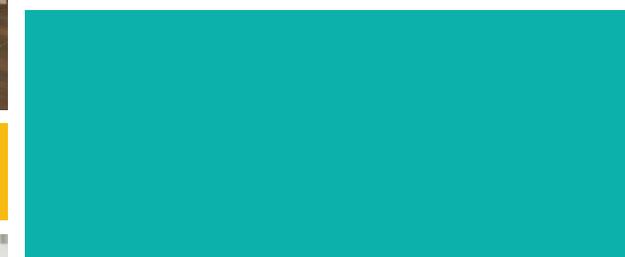


MIDDLE MANAGER SURVIVAL GUIDE

For the Leaders Stuck in
the Middle, Doing It All



Who This Is For



You're not at the top, but everything runs through you.

You're the **bridge between strategy and reality**, between execs and teams, between pressure and performance.

If you're:

- ◆ **Drowning in meetings**
- ◆ **Fighting for clarity**
- ◆ **Leading a team that expects more than updates**
- ◆ **And managing upward, sideways, and down...**

Then this **survival guide** is for you.

The 5 Biggest Threats to Middle Managers (And How to Survive Them)

1

The Clarity Void

"Just get it done"
isn't a strategy.

Survival Move:
Ask "What does success look like?" in every project kickoff. Repeat it until it sticks.

2

The Cascade Crush

You're translating CEO strategy and team needs at the same time, with no buffer.

Survival Move:
Don't just cascade info, curate it. Protect your team's focus.

The 5 Biggest Threats to Middle Managers (And How to Survive Them)

3

The Culture Gap

You're expected to drive culture, but rarely invited to shape it.

Survival Move: Own the space between. Model micro-culture through your meetings, feedback, and tone.

4

The Burnout Blur

You're always on, always needed, but rarely recognised.

Survival Move: Book protected "thinking time" each week. It's not a luxury – it's your leadership engine.

The 5 Biggest Threats to Middle Managers

(And How to Survive Them)

5

The Sandwich Pressure

You absorb blame from above and emotion from below.

Survival Move:

Lead with rhythm. Use the Helix:

Clarity - Name what matters

Agility - Sense what's shifting

Execution - Land the damn thing

Bonus Tool: The Weekly Leadership Check-In

Ask yourself every Friday:

- 1 **Did I bring clarity this week?**
- 2 **Did I adapt where needed?**
- 3 **Did I deliver what mattered?**

If not - reset, don't retreat.





Want to Do More Than Survive?

We help middle managers:



Lead in rhythm with the Helix Model



Coach up, down, and across



Navigate complexity with confidence



Build culture from the centre