

#WORK SMARTER

The Middle Management Crisis: Challenges and Solutions

Middle managers are struggling. Here's how employers can better support them, and help prepare the young employees, who might take their place in the future.



Middle managers have faced a tough road over the past five years. The pandemic brought massive upheaval, followed by ongoing workloads, often with fewer resources, due to layoffs and restructuring.

The Growing Pressure on Middle Managers

The demands placed on middle managers are not easing, and this could lead to high turnover rates in the near future. Many managers are struggling to balance their responsibilities, feeling overwhelmed by the combination of operational duties and strategic tasks. The pressure to deliver results, manage teams, and adjust to evolving workplace policies leaves little room for their own well-being. In addition to the challenge, there

Preventing a 'Manager Exodus'

To avoid a mass exodus of middle managers, companies must take proactive steps to support both current managers and future leaders.

Investing in Middle Manager Support Programs

One effective strategy is assessing psychosocial risks within the workplace. Identifying stressors such as tight deadlines, excessive workloads, and workplace conflicts can help companies implement better support structures. Middle managers often juggle daily operational tasks while being expected to contribute to long-term strategy, making their role uniquely demanding. Providing access to mental health

Preparing the Next Generation of Managers

Given the reluctance of younger employees to pursue middle management, companies need to actively nurture future leaders. Training programs should focus on building key managerial skills, particularly those that help employees handle change and stress effectively. These include:

- **Emotional control:** Managing difficult situations calmly and effectively.
- **Stress management:** Coping strategies for handling workplace pressure.
- **Employee engagement:** Learning to motivate and inspire teams.
- **Positive leadership:** Encouraging resilience and adaptability.

By prioritizing these areas, companies can make middle management a more appealing and sustainable career path for Gen Z employees.

What Can Managers Do

For those already in middle management, there are strategies to help ease the burden. One of the most crucial steps is delegation. Managers should avoid micromanaging, and instead, empower employees to take on responsibilities. This not only lightens their workload but also provides team members with growth opportunities. Ultimately, the role of a middle manager is to enable their team to succeed. By implementing the right support structures and preparing the next generation, organizations can ensure that middle management remains a viable and fulfilling career path, rather than a stress-filled burden.



Hosting IIFA in Jaipur means that we can expect a royal renaissance on the green carpet. Think heavy embroidery, luxurious silk lehengas, and intricate mirror work inspired by Rajasthan's opulence. Deepika Padukone, known for her love of classic elegance, might just stun in a handcrafted Abu Jani-Sandeep Khosla lehenga dripping in regal charm!



So Who Will Be Wearing What!!

Bollywood Royalty: Regal Rajasthani Influence

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Sandeep Khosla lehenga dripping in regal charm! And what about Ranveer Singh? The king of quirky fashion might put a modern twist on traditional Bandhgala suits or show up in a sherwani with an outrageous edge, perhaps neon? Velvet? Who knows, but we're here for it!

The Bollywood Bling Game: High-Shine Glamour

Metallized sequins, and shimmer, expect a full-on sparkle fest! Katrina Kaif, the queen of timeless glamour, might rock an elegant Elie Saab number, while Kriti Sanon could

dazzle in a figure-hugging, crystal-encrusted gown. Gold, silver, and holographic fabrics will rule the night, ensuring that the stars shine as bright as the Jaipur skyline.

Power Dressing: The Rise of Statement Suits

Move over gowns, too much in the face now, power suits are here to stay! From Alia Bhatt to Kareena Kapoor Khan, Bollywood's leading ladies are embracing structured, tailored suits with cinched waists and bold shoulders. Expect offbeat colours like emerald green, electric blue, and hot pink to rede-

fine red carpet glamour with a fierce, modern edge. And let's not forget the men! Vicky Kaushal and Shahid Kapoor might ditch the classic tux for printed blazers, experimental drapes, or even pearl-embellished jackets, because why should women have all the fun?

Dramatic Trains & OTT Gowns: More is More!

For the drama queens of Bollywood, volume and extravagance are key. Think flowing capes, ruffled trails, and extravagant ball gowns fit for a Bollywood fairytale. Jhanvi Kapoor and Ananya Panday might go all out in couture pieces by international designers, bringing the red carpet drama we all live for.

Eco-Friendly Fashion: The Sustainable Statement

Sustainability is making its way to the green carpet, and we love to see it! Celebs like Bhumi Pednekar and Dia Mirza could rock upcycled designer pieces, plant-based fabrics, or stunning saris with a sustainable twist. Ethical fashion is in, and Bollywood is embracing it with style. Expect brands like Stella McCartney and Indian designers like Anita Dongre, who is known for her eco-conscious col-



#IIFA JAIPUR

The Stars Everyone's Eager to See!

The anticipation is real! Fans are dying to see Alia Bhatt's post-motherhood glam, Priyanka Chopra's international flair, and Shah Rukh Khan's evergreen charm. Meanwhile, the biggest question remains, Will Ranveer Singh once again be the talk of the night with a wild, experimental outfit?

Singh once again prove that rules don't apply to him? And what about Shah Rukh Khan? Will he bring back his signature sleek, all-black charm or surprise us with a bold, experimental look?

Trendsetters and Possible Fashion Blunders

While some stars are sure to set trends, that will dominate the season, others might just miss the mark. Ananya Panday and Jhanvi Kapoor have been taking bold risks,

but will they pay off this time? And what about the men? Tiger Shroff and Varun Dhawan have played it safe so far, but will they surprise us with a daring new look?

The Showstoppers: Who Will Steal the Spotlight?

While everyone will bring their fashion A-game, all eyes will be on Bollywood's biggest divas and trendsetters. Will Priyanka Chopra make a surprise appearance in a dramatic ensemble? Will Ranveer

Final Word: Expect the Unexpected!

With Bollywood's finest descending on Jaipur, one thing is certain, fashion will be fierce, fabulous, and full of surprises. Whether it's regal elegance, high-shine drama, or avant-garde experimentation, the IIFA 2025 Green Carpet is set to

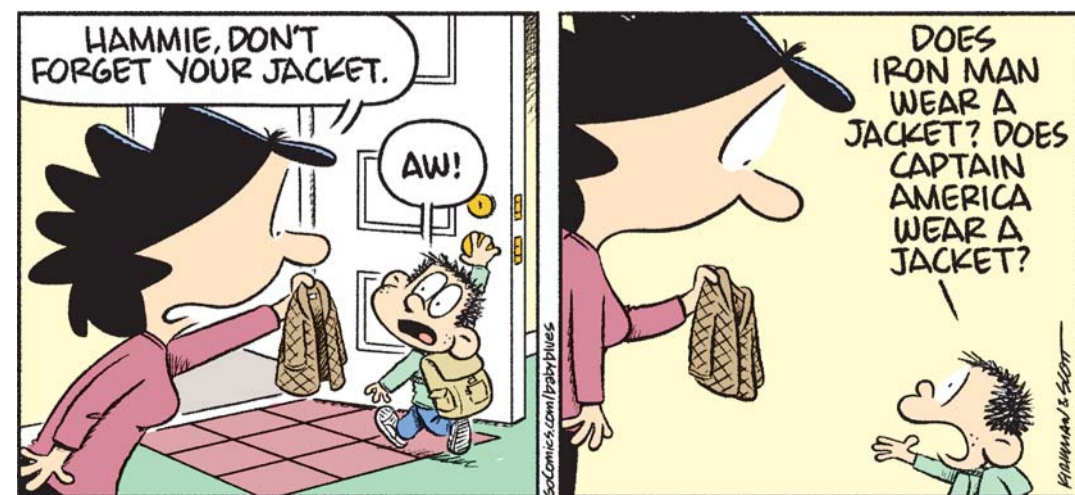
be a runway spectacle like no other! Get ready to gasp, swoon, and take endless screenshots, and a blank cheque, wardrobes will make a makeover Jaipur. rajeshsharma1049@gmail.com



THE WALL



BABY BLUES



By Rick Kirkman & Jerry Scott

ZITS



By Jerry Scott & Jim Borgman