

STEPPING INTO LEADERSHIP

One day, they are your colleagues and buddies— the people you go to happy hour with, take coffee breaks with, and the people you may even complain about your boss with. Then, the next day, you're their boss. Sticky. All of a sudden, you find yourself wondering what you should and shouldn't say to your former colleagues - poking fun at their boss, complaining about the finance department, and chatting about clients over drinks no longer seem appropriate.

This workshop guides new managers through important issues to be aware of and prevents learning leadership by trial and error. We will explore how to transition from being a peer or buddy to now managing their peers, by helping learners focus on developing self-awareness, their own leadership style, and a leadership plan.

You'll learn to:

- Make the step up with credibility
- Define your own standing as a boss by establishing clear boundaries that work
- Set clear guidelines and objectives for your team



ESTABLISH YOUR PERSONAL BRAND AS A BOSS

This ensures that they can act with integrity and consistency, even when things get tough. This provides a foundation of trust where high performance can grow.



DEALING WITH DISAPPOINTED COMPETITORS

With internal promotions sometimes one wins, others lose out so we tackle this '*can of worms*' to give the tactics for helping new appointees deal with this so they turn adversaries into advocates.



PULLING THE TEAM TOGETHER

Team meetings will be transformed and lead to a positive exchange of ideas that drive continuous improvement.



THE VALUE/ IMPORTANCE OF TEAM MEETINGS

So they avoid the trap of meetings becoming a one way sharing of information and can develop full throttle collaboration and continuous improvement.



ONE TO ONES

Here we move one to ones from tickbox exercises to activities that motivate, galvanise and activate people for high performance using '*feedforward*'.



ESTABLISHING CLEAR GOALS AND EXPECTATIONS

We help new leaders learn the importance of leading beyond just the numbers and establishing clear boundaries and expectations that help people to thrive.

In the workshop they develop a **90 day action plan** to help build their accountability. They are encouraged to secure an accountability partner and we discuss how to talk to their own boss about their plans and be explicit about the support they require for success.