New Manager On-Boarding

Successfully transitioning from team member to team manager.

The transition to manager or team leader is one of the biggest steps of our career because it requires a massive shift in thinking, approach and priorities. As managers we are no longer responsible for doing the job, we are now responsible for looking after the people who are doing the job (Simon Sinek – leadership theorist and author).

Often our promotion to manager results from recognition of our abilities and expertise in a technical, professional or processing area. Yet a leadership role requires a raft of new skills that aren't always able to be developed, or fine-tuned, in technical professional or team-based roles.

Engaging in management and leadership training is essential to team and organisational success. We wouldn't engage an accountant without qualifications. It's important that we take the same approach to one of the most important roles we have – Leadership!

Some areas an leadership on-boarding process that we could cover are:

- Understanding the transition – making a conscious choice to step into management, with eyes wide open (being aware of the challenges and opportunities of the role).
- Preparing for the transition – establishing learning needs and creating development plans.
- Moving from being one of the team to leading the team – managing the expectations, reactions and interactions of team members.
- First days as the manager or team-leader (getting established).
- Setting expectations and understandings with your manager.
- Setting your expectations with your team and clarifying what the team requires /expects of you.
- Establishing and supporting a productive team culture, built on organisational values and behaviours.
- Managing and leading in a blended work environment.
- Maintaining social interactions with former peers with clear boundaries and transparency.
- Setting the team (and yourself) up for success.
- Real delegation.
- Dealing with performance concerns.
- Engaging in 'courageous conversations' (providing honest, clear, constructive feedback)
- Establishing new professional networks.
- Avoiding deskilling in your technical or professional field – keeping professionally up to date.

Delivery Methods:

This program can be offered as full day face to face events or as a series of 2-4 hour webinars.

Keen to know more?

Contact Joan at JwJ Consulting for more information and a competitive quotation.
All sessions are fully customised to your needs. Can be offered as a workshop or webinar.

Joan Wilson-Jones B.A (ACS). M.Ed. (A&WE) brings a wealth of practical experience, supported by years of relevant study, to this informative session. Herself a manager for many years, she absolutely knows that her approaches work because they are tried and tested in workplaces every day and are supported by valid research. Joan's sessions are fun, and engaging, her strategies and suggestions are evidence based and offer a host of practical strategies that truly do change workplaces for the better.

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