



GETTING STARTED AS A NEW LEADER

COURSE OVERVIEW

Then and Now: Transitions: A senior manager or HR representative welcomes learners and acknowledges their new role in the organization. Optional activities: Learners discuss things they said they would never do/always do if they were a leader.

They explore the transition from individual contributor to leader.

LEARNING OBJECTIVE

- **What's Important:** Learners identify the key business strategies that their team can have the biggest impact on. Participants use a tool to help them identify what they need to know in order to focus their team's efforts on the right priorities.
- **Be Authentic:** Learners are introduced to three Leadership Accelerators, which
Comprise an approach to accomplishing results through others. Learners explore the Be Authentic accelerator and discuss how to handle a situation involving confidentiality.
- **Bring Out the Best in People:** A team presents the Bring Out the Best in People accelerator. Learners complete a quick assessment of their team members' skills.
- **Be Receptive to Feedback:** Learners explore the Be Receptive to Feedback accelerator. A video depicts a leader reacting differently to the same difficult feedback. Learners discuss ways to handle and act on feedback.
- **Putting It Together:** A video depicts the leader's team members discussing the leader's performance. Leaders explore how to apply the accelerators in situations involving changing relationships, especially when managing former peers.
- **Close:** Learners are introduced to the Leadership Imperatives, critical skills
for an effective leader. Participants identify potential leadership strengths and development opportunities. A booklet provides tips for the Leadership

Accelerators and Imperatives. Learners discuss legacies and complete their Strategy Map.

VIDEO SEGMENT SUMMARIES

- A new leader is faced with conflicting expectations from her team members, manager, and others.
- A team member complains to the leader about another team. The leader apologizes for getting defensive and helps the team member understand the situation without revealing too much.
- Team members discuss what the leader is doing right and wrong after a few months in the role.