

LEADING SELF SERIES

PEEPLCOACH TIPSHEET NO. 25

YOU'VE REACHED YOUR FIRST MANAGEMENT ROLE. YOU'VE HONED YOUR SKILLS AND FINALLY BEEN RECOGNISED.

Now, you're responsible for both your own performance and your team's. Your peers and friends report to you, expectations have increased, and you may feel like you're in over your head. Leading a team is harder than expected. If only everyone just knew what to do! Sadly, most teams and individuals aren't "great" all the time.

As you start your leadership journey, here are our **PeepLcoach Tips for Emerging Leaders:**

1. UNDERSTAND AND DEFINE YOUR ROLE AS A LEADER

The most important thing you'll do is understand what type of leader you want to be. There are many leadership styles—autocratic, empathetic, service-oriented, to name a few. Consider what style resonates with you and your team. You may need to be directive with some and collaborative with others. Identify leadership styles you admire and learn from them. Find a style that feels authentic to you, motivates your team, and gets results.

2. BE CURIOUS, ASK QUESTIONS, AND ASK FOR HELP

Being a leader doesn't mean having all the answers. Great leaders collaborate, ask for help, and seek clarification. You're not alone, and you don't need to be perfect.



**TOP 7
TIPS FOR
EMERGING
LEADERS**

3. UPSKILL

Most emerging leaders haven't had much leadership development. Invest in yourself:

- Read books and listen to podcasts. Adam Grant, Patrick Lencioni, and Radical Candor by Kim Scott are great resources.
- Ask for support—what programs or courses will your business offer to fast-track your growth?
- Find a mentor or coach, but be open and vulnerable in seeking guidance.

4. LEARN WHEN TO SAY NO (OR YES)

Leaders face many requests and tasks. Learning the art of delegation, deletion, and prioritisation is crucial. Tools like the Eisenhower matrix or Stephen Covey's Big Rock Theory can help.

5. DIFFERENTIATE BETWEEN BEING A MANAGER, MENTOR, COACH, CHEERLEADER, OR FRIEND

Leaders wear many hats:

- **Managers** – tell, direct and control.
- **Mentors** – share their own experiences in the hope the individual will learn from their experience.
- **Coach** – ask powerful and curious questions to guide the individual to find a solution they will commit to.
- **Cheerleader** – encourages and supports.
- **Friend** – loves you no matter what and will listen without judgement or solution.

6. BE DISCIPLINED AND ORGANISED

Successful leaders create structure. They prioritise key tasks, meet deadlines, and invest time in self-development and networking. Simply put, they have a "system."

7. DON'T BE TOO HARD ON YOURSELF (OR OTHERS)

The biggest mistakes we see new leaders make is being too hard on themselves and others. You were promoted because you are great at what you do and because there is an opportunity for you to step forward and further develop yourself and your career.

You cannot expect your team to be as skilled as you, that is why you were promoted not them. You also cannot expect to be an expert leader yourself. Most likely you have very little leadership experience. Your leader's role is to help train, develop and encourage you to improve your leadership skills to further develop your career

YOU WILL MAKE MISTAKES, AND SO WILL YOUR TEAM. YOU WILL FEEL OUT OF YOUR DEPTHS AT TIMES, AND SO WILL YOUR TEAM.

BUT YOU WILL LEARN AND GET BETTER OVER TIME, AND SO WILL YOUR TEAM.



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TIPSHEET NO 20, 2024

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