

# Essential Skills for New People Leaders

## *The Mindset of the Successful New Manager*

Making the transition from employee to manager for the first time can sometimes be a stressful and challenging event. Companies might hire new college graduates and put them in a supervisory role for the first time because of their education, training and knowledge. However, most companies like to promote from within for several reasons:

- Current employees know the operations of the business and understand how things are done in the company
- Internal employees are usually promoted because they are very good at what they do and have developed specialized skills. It seems natural that the next logical career step would be into a management role.
- Promoting from within also validates an employees' value and contribution to the business and can act as a motivator and incentive to excel.

Regardless of how individuals end up in their first management role, the experience is unlike anything they will encounter as they continue to get promoted up the organizational ladder.

Many times, new supervisors or managers find that their expectations of their first supervisory experience are incomplete and simplistic. Once in a management role, they realize that management has more demands, administrative tasks, planning, organizing, and people challenges than they ever expected.

In this workshop, participants will explore the challenges and opportunities that all new manager face when making that first leap into a supervisory role. To be successful, new managers need to embrace a collaborative mindset and earn the trust and respect of their team which may be difficult to do if they are now managing people they once worked with side by side.

### **Join us in this workshop to learn about:**

- New manager mistakes and how to avoid them
- The key roles and competencies of management
- Challenges and opportunities for the new manager in any organization
- Best practices that can encourage mutual respect between the employee and manager
- Your greatest opportunities to step up as a manager and embrace success!

**Who it is for:**

New people leaders who want to learn, internalize and put into practice essential leadership skills and those in leadership positions who may be “managing” but want to effectively lead teams.

**Included:**

- Agenda
- Workbook
- Presentation Slides
- Coaching Tip Sheet
- Pre and Post Engagement Survey
- Workshop Summary
- Content Evaluation

**Length:** ½ day or 90-minute format

**About CADIA**

*CADIA is a learning and advisory organization focused on diversity equity and inclusion. Its mission is to double the number of diverse leaders in the automotive industry by 2030. CADIA is championing diverse talent, driving systemic change, and supporting leadership commitment. For more information: [info@cadia.org](mailto:info@cadia.org)*