

5 Critical Steps From 'Accidental' Team Manager to Visionary Team Leader

Written by Alan Dawson

Leadership is more about being than doing...

How does a team leader role get dumbed down to manager status overnight? Promotion goes to an inexperienced nominee from the team and they replicate management rather than leadership. Managing and leading are not the same. Even without succession coaching, companies can still be attracted by an internal promotion, rather than the value of leadership. Inadvertently that causes the lines to be blurred or lost.

The team expects seamless leadership from the new brush but sees an accidental manager learning by doing. 'Accidental' because the appointee is unlikely to have had prior training or familiarisation ready for team management, never mind leadership. The successor is unlikely to know the difference. Imagine it is you. The 'phone starts to ring and your inbox is flooded; you are now fully accountable and already drawn into the test of minutia and daily task management. Team size can exacerbate the size of the problem. How to begin?

Alan Dawson has coached countless new managers who started the same way. He says, "All is not lost. It is entirely possible to remain unscathed as you gradually morph from team player through management to leadership while winning respect at each stage. The key for new leaders is to change 'self' before shaping up others". In his high-impact, eye-opening keynote Alan provides 5 steps to master the transition, from 'aspiring manager to visionary leader'. He unfolds career-building actions avoiding early 'own goals' to earn buy-in on the way. Discover his first 90-day OPD plan, the HABA formula and how to fix *the right* mindset. For the early weeks, he will say, "Hold your powder dry, keep the main thing the main thing" as he shows how to:

- Carefully assess the team against the *right* criteria and then assess again. Why?
- Establish leadership density by demonstrating an impeccable example.
- Secure team engagement *before* making changes and creating their future.
- Resist 'going back' mentally to your old job! Carry on going forward and *much more!*