

# 7 WAYS TO THRIVE AS A NEW MANAGER



## **UNDERSTAND AND ACCEPT YOUR ROLE**

Avoid micromanagement and becoming a bottleneck.

## **UNDERSTAND YOUR PEOPLE**

Use Personal Maps to learn about the people you know, as well as those that you don't.

## **UNDERSTAND YOUR TEAM**

Create a Team Competency Matrix and utilize it to align responsibilities with individual competencies.

## **EMPOWER YOUR TEAM**

Create transparency with a Delegation Board.

## **RECOGNIZE YOUR FORMAL POWER**

Establish a Team Agreement to define behavior and norms.

## **EMPATHY AND COMMUNICATION ARE KEY**

Practice the Feedback Wrap technique for constructive feedback.

## **MANAGE YOURSELF**

Reflect yourself with Improvement Dialogue Cards, avoid the Advice Monster and start asking coaching questions.

# The New Manager

**J Spring**



## **The New Manager:**

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