

# Promoted! Now what do I do?



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Session #403

# Step 1 - Celebrate

- Have a party
- Reward yourself
- Thank those who put you in this position, you didn't do it all by yourself (really....)



# Step 2 - Plan



- Who is at your disposal?
- What power/authority do you really have?
- What is the 'real' state of affairs?

# Step 3 - Delegate

- The challenge is to let go...
- If you think you are helping, you probably aren't
- Never do what you can delegate
- What can you say 'no' to?



# Step 4 - Don't forget how you got here

- You can't go from “one of the gang” to “commander”
- Evolve your style to fit the team/individual
- Don't change who you are



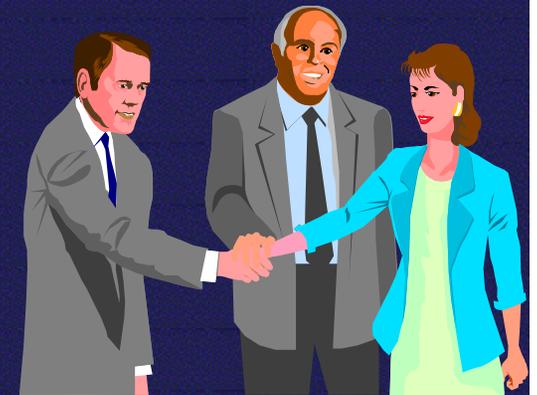
# Step 5 - Don't be a “know-it-all”



- Good leaders exude confidence
- Don't pretend you know more than you really know...
- People want to know they can add value - ask them to

# Step 6 - Lead Individuals, not the group

- Team leaders don't lead teams
- Leadership is a one-on-one sport
- Your #1 skill has to be - ????????
- Sometimes you just have to follow...



# **Step 7 - Membership has some privileges**

- **Participation inspires motivation**
- **How do you make the tough calls in your new position?**
- **Let the team tell you how you are relating**

# **Step 8 - You don't have to go...**

- **What if you make the wrong choice?**
- **What do you love?**
- **Sometimes it will not feel like a promotion...it might feel like a punishment**