

THE EXTRA POINT

BY JERRY ROBERTS



383 First Moves as a New Boss

The last couple of days we've talked about getting promoted, and let's say you get that job you've been after. Today we'll look at how to deal with former peers, if you suddenly become their boss. I'm Jerry Roberts and that's up next on The Extra Point.

Any time a worker is promoted to manager from a group of peers, and is no longer a member of the crowd but is now the boss, things can get a bit weird. Weird for the new boss and weird for everybody else. Here are some things to think about in trying to make the situation easier for everybody.

1. If you're that new leader you have to make the first move. Everyone will be waiting to see what you do. Will you be the same fun person you were before the new job or will you now be different? Will you now be one of *them*? You know who *they* are...they're the managers, the ones who come in late, enforce the rules, and take all the fun out of working here. The truth is, some of these bad movies are going to be playing in the heads of the folks who now work for you. The ball is definitely in your court and you're going to have to deal with it.

2. As much as you won't want to admit it to yourself, you're going to have to become one of, er, *them*. Well, maybe not the stereotype that people joke about, but you are now part of management and your role is different. You are responsible to deliver results, meet goals and expectations.

People who work for you may not have a clear picture of all you need to do, and won't understand why you can't hang around their desk for 20 minutes to yak about whatever, like you used to. You see, you're now going to have to be the model for what you want everybody else to be, and this is likely going to create some separation between you and at least some members of the team. This doesn't

mean you can't still be your wonderful and friendly self, but it's going to be different. As time goes on your workers will figure things out, be comfortable with the situation, and hopefully glad for having you as their leader.

3. Be humble. One reason is that as you won the job it's almost a guarantee that somebody else feels they lost it. Somebody else also wanted the promotion and they won't be amused if you make a huge public celebration of your good fortune. Celebrate privately. When you come in to work, make it seem like business as usual. If your team congratulates you, accept that with grace and thank them for their support.

4. Before you call a group meeting I suggest you hold a 1-to1 session with each person on the team. Be open about the situation, tell them you're going to work hard to earn their respect and that you'll support them every step of the way. If there have been any ill feelings or issues between you and anyone, this meeting is the place to talk it over and put it behind you. As well, listen to their ideas and ask about their career goals. Maybe you can now help them.

5. Hold your first group meeting and discuss any updated goals, plus feedback on ideas the team may have given you. This will begin to establish you as an authority figure in their eyes.

Becoming a new boss can have its ups and downs. Hopefully, these ideas will help you ease into it.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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