



Leadership Transitions

The most important management transition is the one that leads to your first management role. The way in which you make this change, and your success, will be the model and basis for all future management growth.

Who do I help?

At the beginning of your career, success was solely dependent on your own hard work and knowledge. But now your company needs a leader to guide other successful employees, and it might be you. I help individuals who are in the midst of transition **from management-of-self** where success is dependent upon your own hard work and knowledge, **to management-of-others** where your success is dependent upon the hard work and knowledge of others.

Are you preparing for a leadership role?

- Let go of past successes and embrace future uncertainty
- Build your confidence that this is the right career decision for you
- Identify and develop the skills that will carry you into and through this career change
- Balance your own work with work required to manage your team

Are you already in a leadership role?

- Accept responsibility for the new assignment and let go of the familiar activities
- Define and assign work to others; hold others accountable
- Enable others to be successful through motivation, coaching and feedback
- Evaluate the performance of others
- Build social contracts with your peers, team and your supervisor
- Value the importance of other's success

Are you a talent management leader?

- Know the role requirements at key leadership levels in terms of skills, behavior, values
- Create a transition plan to prepare leaders to successfully and confidently take on new roles in your organization
- Identify leadership candidates early by matching individual's potential with a series of preparatory growth assignments
- Monitor and intervene when individuals are struggling with their leadership transition
- Build diagnostic tools to assess individuals based upon true requirements of the position using measures of skills, behavior and values



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When should you partner with a coach?

- When you are considering whether you want to take a management role;
- When have been newly appointed to a leadership position;
- When you already have a leadership role and want to improve your ability to achieve success through others

How can I help you?

You have comfort and you have success in your current role. You are hesitant to make the jump to a new level of leadership. A coach can help you prepare for that transition and be with you as you mature into your new role:

- **Develop necessary skills**—new capabilities are required to execute new responsibilities such as delegating tasks, giving direction and feedback, leading meetings, holding others accountable and measuring performance
- **Establish behaviors**—your time is used in new ways; you need to fill your day with new types of activities, and you will begin to think in longer time-frame
- **Find value in people**—you will learn that the success of others is what is most important to your own success

Talent management leaders must be constantly ready with a supply of capable and prepared leaders to fill the needs created by retirements, reorganizations, company growth and new initiatives:

- **Create a career development program**—identify the important career transitions and create development objectives to purposefully prepare individuals through job assignments to quickly and successfully fill those new roles
- **Provide coaching**—one-on-one or group coaching to employees at any level of the organization, in any geography
- **Deliver individualized training**—training programs on specific skills with follow up to encourage adoption and adaptation to real-world situations

About Envision Partners

Combining my research science background, corporate experience and relationship skills, I can quickly get to know what makes your organization tick and build credibility and trust with your technical experts. I work with individuals and talent management teams to aid in the development of early- and mid-career managers. Regardless of the management level and experience, individuals must embrace the need for building new skills, using their time differently and adopting new values that will bring them and the organization the greatest success.