

NICOLE TIBALDI
FIRST-TIME
LEADERSHIP MISHAPS
(AND HOW TO AVOID
THEM)

RECORD SCRATCH

FREEZE FRAME

**YUP, THAT'S ME. YOU'RE PROBABLY WONDERING
HOW I ENDED UP IN THIS SITUATION...**

**82% OF THOSE WHO ENTER
MANAGEMENT POSITIONS HAVE NOT
HAD ANY PROPER TRAINING**

SOURCE: CHARTERED MANAGEMENT INSTITUTE SURVEY

**42% OF NEW LEADERS LEARNED
SOLELY BY OBSERVING OTHER
LEADERS**

SOURCE: STUDY BY WEST MONROE

WHAT DOES IT MEAN TO BE A LEADER?

**YOU ARE RESPONSIBLE
FOR OUTCOMES ON A
TEAM OR PROJECT**

YOU ARE A DECISION- MAKER

YOU SET AN EXAMPLE FOR YOUR TEAM

COMMON LEADERSHIP MISTAKES

MISTAKE #1: CHANGE EVERYTHING

MISTAKE #2: CHANGE NOTHING

MISTAKE #3: SAY “YES” TO EVERYTHING

MISTAKE #4: BE AFRAID TO HAVE HARD CONVERSATIONS

MISTAKE #5: TRY TO PLEASE EVERYONE

MISTAKE #6: TALK TOO MUCH

MISTAKE #7: BE WAY TOO PRESCRIPTIVE

LEADERSHIP STRATEGIES

BE CURIOUS
BUILD TRUST
BE OPINIONATED

BE CURIOUS

ASK “WHY”

LEARN ABOUT YOUR TEAM

ASK FOR FEEDBACK

**DON'T BE AFRAID TO
SAY "I DON'T KNOW"**

BUILD TRUST

BE PREDICTABLE

BE SELF-AWARE

**DO WHAT YOU SAY
YOU'RE GOING TO DO**

CREATE ALIGNMENT

SET EXPECTATIONS

**BE CLEAR ABOUT HOW
YOU'LL MAKE
DECISIONS**

BE OPINIONATED

SAY “NO” / PUSH BACK

BE WILLING TO DELIVER TOUGH MESSAGES

MAKE THE HARD CALL

MANAGE “UP”

SUPPORTING YOUR GROWTH

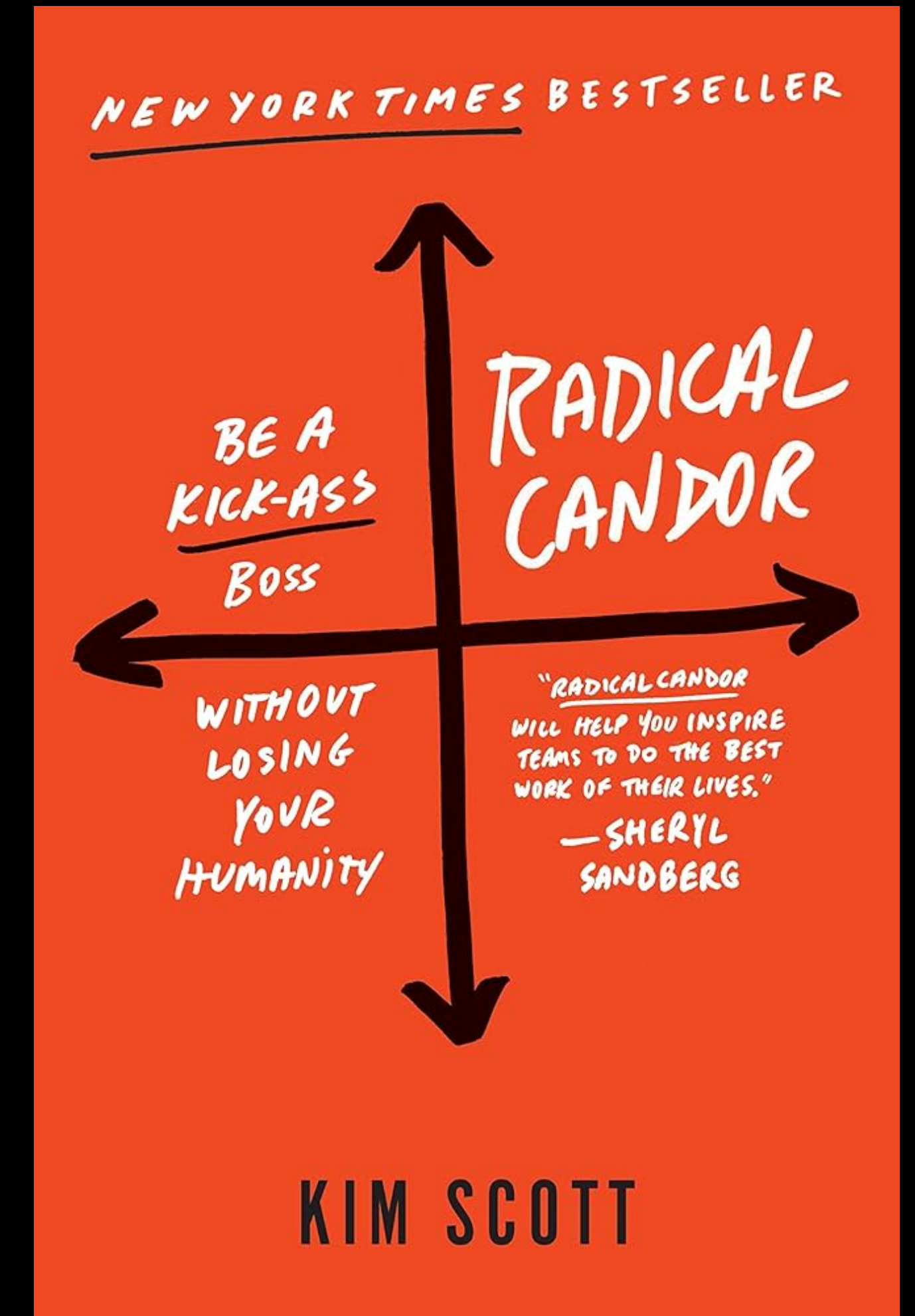
WORK WITH A MENTOR

**USE A COACHING
SERVICE**

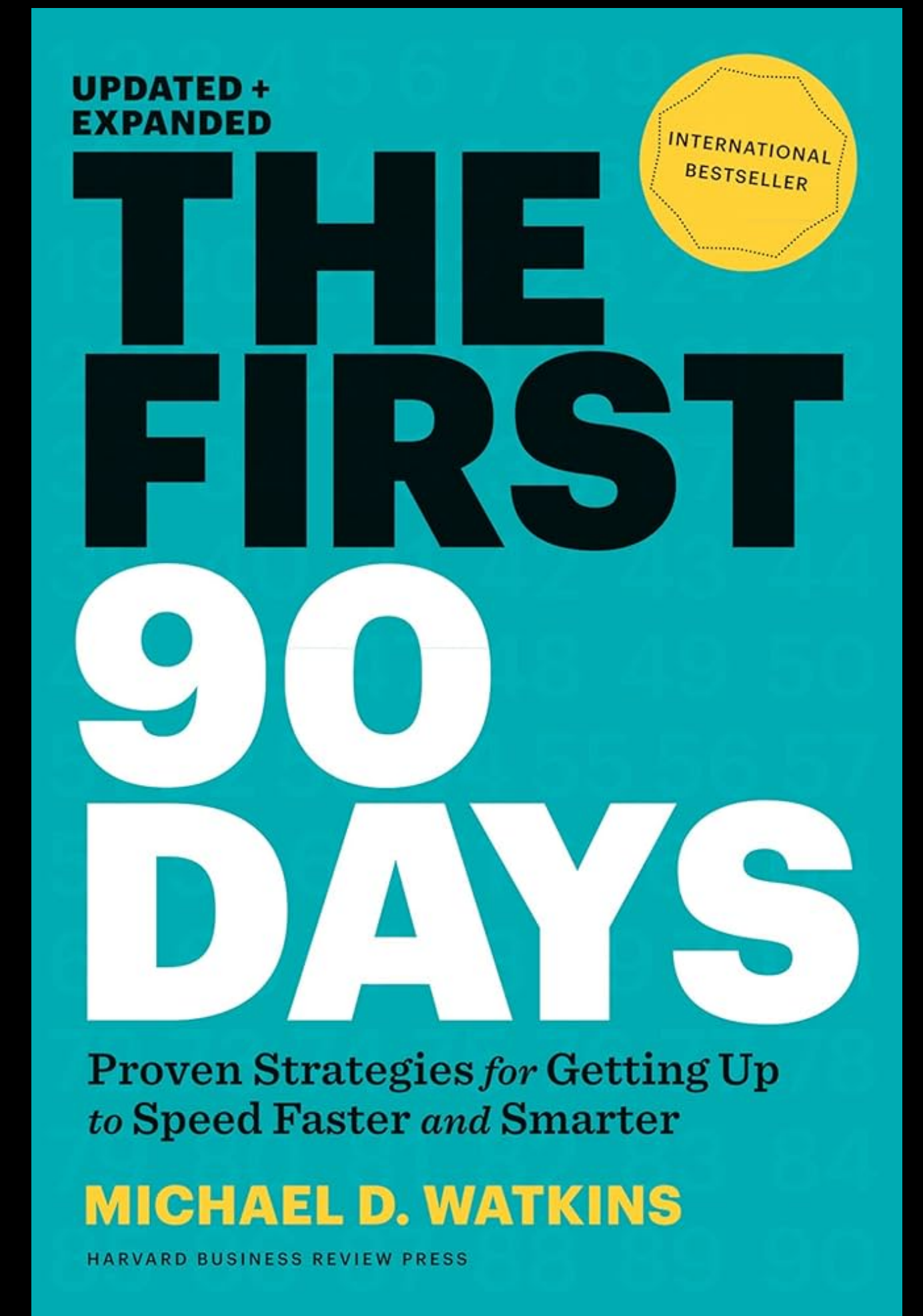
FIND A PEER GROUP

RESOURCES

RADICAL CANDOR



THE FIRST 90 DAYS



RESILIENT MANAGEMENT

Lara Hogan

Resilient Management

Foreword by Camille Fournier

**THANK
YOU!**