

From Peer to Manager:

First Meeting Tips

✅ Addressing the Shift in Role

🗣️ Acknowledge the role change directly

Don't pretend nothing has changed. A simple statement like, *"I know this is a shift for all of us. Let's talk about how we'll work together moving forward."*

🎯 Set expectations early

Be clear about your goals, priorities, and what support looks like.

🧭 Navigating Awkward Moments

🤝 Stay respectful, but be direct

Humor or tension might surface. Model the tone you want for your team — firm, clear, and kind.

🕒 Don't avoid the moment

Ignoring discomfort doesn't build trust. Use it as an opportunity to show leadership.

💬 Follow up individually if needed

If someone seems unsure or hurt, a quick check-in can repair rapport and build respect.

💡 Bonus Tips

- Don't try to "prove" yourself too hard. Let consistency do the work.
- Ask for feedback early to open a two-way door.
- Model what it looks like to handle power with care.