



How you can be a better first-time manager!



Sometimes it can be difficult to transition from team member to first-time manager, with a whole host of challenges along the way. However, our tips can help you to make the change as seamless as possible.

1. Know that relationships have changed and be transparent about it. Set clear ground rules from the word go and take time to speak regularly to each team member (via one to one's), to get their feedback and ask for help and input.
2. People will look to you when they need inspiration or motivation. Setting a good example for others to follow is really important. Be mindful of how you act, react and behave and be patient, measured and above all consistent.
3. Take the time to find out more about your team on a personal level. Use the information to build rapport and demonstrate you have listened, so they feel valued.
4. Find a mentor. You won't have all the answers on day one, so acknowledge that you may need help. Find someone that you can go to when you have questions or need support, ideally someone who is the type of manager that you aspire to be.
5. Have a personal development plan, which includes comprehensive management training (internal or external) enabling you to develop your interpersonal, time-management and strategic planning skills, along with a leadership approach that works for you.

To find out how Red Clematis can help you to become a better first-time manager, call Maggie on 07734 080073.