

Squiggly Careers PodSheets



How to manage for the first time

Defining leadership - 3 skills

The days of command and control leadership have changed. Leadership today is about how you influence and impact inside and outside of your organisation and relies on 3 core skills:



Coaching:
knowing how to coach yourself and others.

Connections:
having the ability to take a wider view.

Communications:
Being able to communicate clearly.

“

Be you, be yourself, but be the best of you.

”

Levi Roots

10 top tips for leading for the first time

- 1 Why should anyone be led by you?**
Answering this will help you define leadership for yourself. *What are your strengths? What do you want to be known for?*
- 2 There's no such thing as perfect**
Don't set yourself up for impossible tasks in pursuit of perfection. *Celebrate small wins each month to remind you of how far you've come.*
- 3 Start with why**
Think of your role within the organisation and understand your why. *How do you inspire action?*
- 4 Involve people don't tell people**
Don't do it all yourself. Work out your why together as a team. *Involve others to get fresh and new perspectives.*
- 5 What got you here won't get you there**
Know that becoming a great manager is about changing how you spend your time. *How will your responsibilities evolve as you learn to lead?*
- 6 Avoid micromanagement traps**
Micromanaging is demotivating and limits people's ability to do their best work. *Remember to manage expectations and not tasks.*
- 7 Ask for feedback**
Start a positive feedback cycle at work by asking for feedback from others. *Use the [What went well... / Even better if...] framework.*
- 8 Celebrate team successes**
Celebrating successes regularly and in team meetings is a great way to have high impact. *Try 'win of the week' as an activity for sharing successes.*
- 9 Learn from how you've been led**
Reflect on the managers that have been meaningful to you. *What actions and approaches could you adopt?*
- 10 Connect with your peers**
Find some peers in similar situations that you can spend time with. *Who can you talk to and learn from? Could you create / join a peer support network?*

Coach Yourself Questions

- ? How would you like to be described by your team?**
- ? How can you get frequent feedback on your approach?**

Recommended resources



Nimble leadership

A useful HBR article on leadership by Deborah Ancona, Elaine Backman and Kate Isaacs.



How great leaders inspire

action Simon Sinek who explains his powerful model for inspirational leadership.



How to be a Memorable Manager

Squiggly Careers Episode #190

Amazing if