

You Can Do This

Enhance leadership skills and manage transitions by seeking training, leading authentically, and balancing authority with humility. Avoid the Peter Principle and focus on team goals.



Top 10 Teaching Points

1

Sociologist Lawrence J. Peter's eponymous principle describes promoting workers until they reach their level of incompetence, and often involves someone being given the responsibility of managing a team without any real training.

2

After you've identified areas for improvement, take advantage of available training resources and reflect on your past bosses whom you admire (as well as those you don't) to determine the qualities you'd like to emulate (and avoid).

3

Be true to yourself, establish a clear set of values, and lead from those to retain and grow staff, increase morale, and earn higher productivity.

6

Be clear about your role and your team's goals, but practice this authority without any arrogance.

7

Good leaders must first be good followers, so focus on what best serves the end goal.

Avoid preferential treatment and instead take responsibility for everyone on your team equally and fairly.

The hardest leadership positions are promotions from within, where you end up managing former co-workers, so establish clear boundaries to ensure friendship does not affect your professional relationship.

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No matter your job title, you can choose to be a leader because it's all about the attitude you bring and the influence you have on others.

To successfully drive change, you must fully involve your team and welcome individual contributions.

9

As a leader, saying "no" can provide boundaries, clarity, direction, and guidance to your team, and saying it with honesty and empathy will earn you respect.

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KEY

TAKEAWAYS

01 | Adapting to Leadership Roles

02 | Establishing Boundaries with Former Peers

03 | Leading Authentically

04 | Balancing Authority and Approachability

05 | Encouraging Team Involvement in Change