

Module 16: Going from peer to manager

Review the strategies you can use when moving from peer to manager. *Answer question below.*

GOING FROM PEER TO MANAGER STRATEGY CHART	
STRATEGY	DESCRIPTION
Patience	Before implementing changes, share your values and management philosophy. This helps build trust and establishes your integrity.
Get to know people	Meet with each of your people to learn more about them. Ask questions, i.e., "Tell me about your role, I'd like to hear your perspective on what your priorities are and the challenges that you face." "How I can support you in being successful?" "How do you like to be supervised?" "What motivates and engages you at work?"
Take time and Gather Information	As you move up you gain a whole new perspective about things. You'll be privy to all kinds of information that you didn't have before. You'll learn more about the people above you, the organization's goals and challenges, as well as confidential information about the budget and personnel files. When you move up, it's a whole new world. Take time to learn all that you can before you make any big decisions or implement new ideas. While you may be brimming with them, it's in your best interest to slow down, and thoroughly explore the real lay of the land.
Be transparent with your values and philosophy	While you may be waiting to design and implement changes, you can use this time to share your values and management philosophy. This is how you start building trust and establishing your integrity. Your employers are nervous, and they want and need to know who you're going to be.
Take time to craft your overall strategy.	Once you've gathered information you want to think about how you can address and resolve some of the challenges while also maximizing strengths and opportunities. This all needs to work within the structures and resources you have. Map out how you'll make changes over time. In addition, it will be the North Star that will guide your decision making in all kinds of situations.
Pace Yourself	Even though, you may be chomping at the bit to get started, if you rush too quickly you may accidentally damage the relationships you're trying to build. Your effectiveness as a manager is completely dependent on your ability to build positive working relationships with people all over your organization. So, focus on that first, and the rest will follow.

Which of the above strategies will most difficult for you as you move into a management role?