



11 Changes You Expect A New Manager to Go Through Overnight - But They Won't

You liked them therefore you hired them or promoted them into management. Now they are in this new position and things aren't happening the way you envisioned them. They are not living up to your expectations. Now what?

Moving from labor, technical or even from a lab into management requires some changes overnight. But not all of those changes will happen. Because they can't. They are in shock. Let's talk about that.

We know the symptoms of a failing manager.

- We know the consequences of failing as a manager.
- Do we know the *reasons* for failure as a manager?
- Do we know when they *started to fail* as a manager?
- If we knew those things could we help them succeed?

What can be done to prevent failure and help success?

- Begin with the end in mind—let the job itself tell you what you require of your manager. Typical job descriptions and process manuals won't let them hit the ground running. They'll just hit their head. Hard.
- Use a systematic approach to their transition—it not only helps their chances of success it builds trust in you.
- Some change will happen—some must happen—some you may not want to happen.
 - Physical environment—will change
 - Decision making, problem solving and prioritizing—*What* needs to be dealt with will be different—*How* they deal with it may not.
 - Communications— Some must, some won't, some you don't want to change. This one is tricky...

In this interactive - yes, I said interactive - talk Bart helps you understand:

- What it looks like before being moved into management.
- The shock and overload even intelligent people feel when they move up.
- How that knowledge can help you help them succeed.

What a Client Said:

"Several years ago I was at risk of being fired as a new manager. I hired Bart. Within months I was getting kudos from the higher ups. My division is now second highest revenue producer in the country. Now they want to move me up to take over an additional department that other branches are closing. I learned 80% about doing this right from Bart. I finally got the respect I was working for."—Michael P.—pipefitter turned manager



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