

Dear colleague,

Taking over a management role is a challenge, because while discovering a new job you have to lead others at the same time.

Despite there are many training course, quotes ... you will have to find your own style. According to Gallup only 13% of employees are really engaged, so there are still many things to invent!

Here are the highlights of my own experience, that I never got in any management training ... If you think that other aspects of my experience can help you, you can have a look at my other productions and contact me to be informed or even influence next ones..

The most important is to believe in what you are doing, ask for and listen to feedback, learn from mistakes, make adjustments.

Everyone, including yourself and every team member is looking forward to an exciting team adventure.

Cheers,

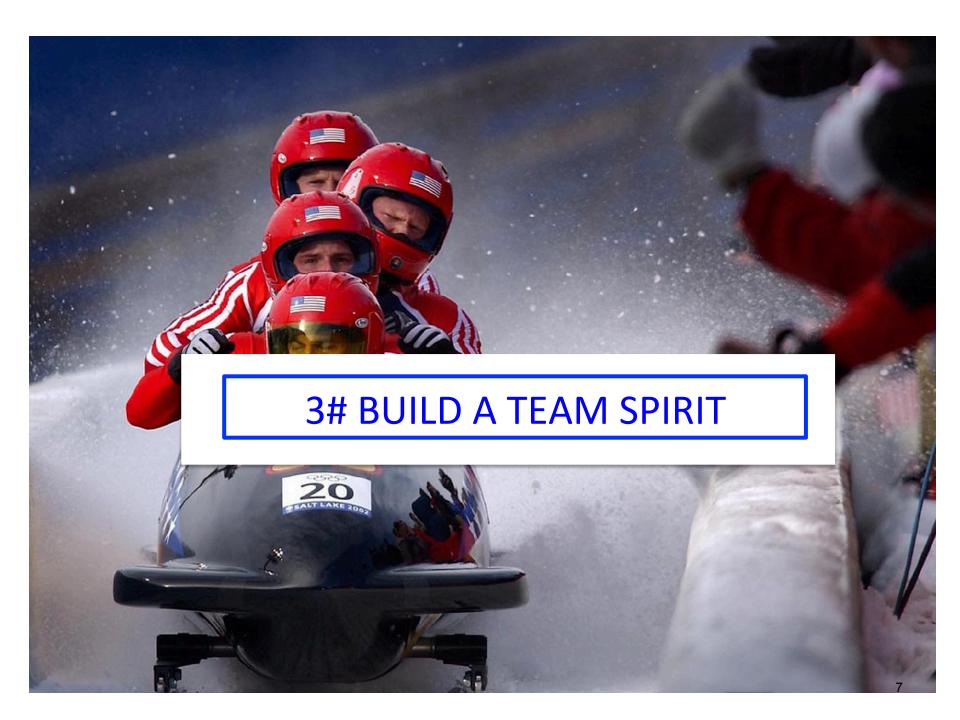
Celine.



- Be clear with what is important for you
- Take all opportunities to experience new situations
- Focus on positive things, work on your enthusiasm
- Develop your expertise and your vision
- Be helpful for others
- Observe leaders/ managers you appreciate



- Welcome warmly new comers
- Listen to individual expectations, needs
- Request for feedback
- Express your humanity
- Outline progress in the day to day job
- Offer your support in the background



- Recruit people who are better
- Mix the team : different genders, different levels, different nationalities
- Organize backup for each member including yourself
- Implement a team culture of performance, mutual support and fun
- Implement a team charta
- Organize funny team events
- Celebrate successes



- Setup a development plan for everyone
- Put your team members in light,
- Offer new challenges with your support in background
- Inform the team about your actions, your plans.
- Share what you learnt



5# USE YOUR EXPERTISE



- Structure deadlines to avoid useless pressure
- Work on continuous improvement and simplification
- Do quality checks from time to time ...
- Take ownership on topics escalated to you
- Support in background to help people to resolve problems on their own





- Never blame others : resolve conflicts proactively
- Understand others perspective, adjust your mind
- Work collaboratively, not in silos
- Bring solutions, not problems
- Short emails, short talks, short meetings
- Proactive information
- Express your potential disagreement in private and directly, stay always loyal



- Serve others, use your position to grow as a human being and help others to grow.
- Stay aligned with your personal values
- Never stop learning
- Learn from your mistakes and continue
- Put your contribution beyond your role



Other slideshares available soon about:

- Virtual team management : an opportunity to grow
- Preparing PgMP Program Management certification
- Mutual enrichment personal and professional lives
- ... many others things in preparation

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