

HOW TO 8 HOW TO MANAGE MY COLLEAGUES AFTER MY PROMOTION?



FIERCE TACTICS

CHALLENGES: RESISTANCE



- ★ Managing colleagues = “control”
- ★ “Not the same anymore”
- ★ Teammates applied for the same position
- ★ Authority and recognition within the team
- ★ Emotions: anxiety, envy, disappointment
- ➔ Overwhelming experience in new role





WIN WIN WIN

- You know the pain points of the job
- Content expert
- Team sensitivities



OBJECTIVITY

- No room for speculation
- S.M.A.R.T.



AGILE LEADERSHIP

Servant leader: at the service of the team instead of above it, create a safe environment in which everyone can develop optimally



SUPPORT FROM YOUR MANAGER

- Faith, support and mandate
- Safe environment
- Follows up briefly and de-escalates when necessary



CRUCIAL SUCCESS- FACTORS

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