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### Getting the Promotion is Just the First Step

***“As human beings, our greatness lies not so much in being able to remake the world...as in being able to remake ourselves.” ~ Mahatma Gandhi***

Earning that much sought-after promotion within an organization is something most, if not all, of us seek to achieve. However, the transition may not always be as smooth as we would hope.

So why would obtaining a more senior management or supervisory position present potential problems that could derail the seemingly great opportunity?

- Once the euphoria of gaining the promotion has passed, the thought of taking on new roles and responsibilities can be very scary. Stepping out of our comfort zone can bring on anxieties and self-doubt that can be compromising.
- Assuming new responsibilities can bring on the belief that we need to make an immediate difference in the way things are done. However, this may or not be the case, and acting on this belief can create problems.
- Conversely, becoming over-cautious and avoiding responsibility or decision making to “play it safe” in avoiding problems or confrontation can be debilitating and send a very bad signal to both superiors and subordinates.

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**“Success is a journey, not a destination.” ~ Author Unknown**

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Successful transition to a new position having more responsibility and greater status requires effective planning and goal setting. The phrase “nothing good comes easily” is certainly true when assuming new roles and responsibilities. Here are a few things to keep in mind when moving into a new management or supervisory position.

- Do not assume that old relationships and behaviors will continue to be the norm. Your new position has most likely changed the environment in ways that may not be clear. You may have worked with someone for years, but your new role within the organization has changed that relationship. Be sensitive to these changes, and be willing to adapt as needed.
- Your superiors certainly had reasons for promoting you to your new position. Spend the time to find out what their goals and expectations are for you, and incorporate that feedback into your own plans and objectives for the new position.
- Avoid the temptation to change things just because you can. Keep an open mind and listen to different perspectives regarding how things have and should operate before making significant changes. Generally, the best reason to change things is to improve operations or results, not to incorporate change for its own sake.
- Establish rules of conduct and performance expectations with subordinates that are reasonable and consistent with your own conduct. At the same time, demonstrate the willingness to protect your staff from external pressures when required. This will build trust and loyalty.

Spending the time to plan and educate yourself about a new management or supervisory role will create a firm foundation for sustain success.

**“There is no point at which you can say, ‘Well, I’m successful now. I might as well take a nap.’”  
Al Bernstein**