

Onboarding New Leaders

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Think about your first promotion to a leadership role – did you get any official prep or mentoring to ensure your success? Probably not. I know I didn't! I was moved laterally from one department as a "worker bee" to another department as the manager with a staff of eight. Other than being shown how to run payroll, no one higher-up in the organization did anything to ensure I was prepared to assume the management of others. In fact, I don't remember anyone checking in with me at all, to see how things were going.

This is a giant missed opportunity in business! We have new-hire onboarding procedures... why not new-leader onboarding as well? Better bosses create better results according to a 2016 Harvard Business [Working Knowledge article](#). So, if you'd like better outcomes from both newly promoted (or hired) leaders and the people who work for them, here are some easy to implement suggestions m to leaders in other departments so that they can begin



fostering relationships.

- » Daily check-ins will go a long way to help the new leader feel supported. The check-ins don't have to be long. Knowing that they will have your full attention for 15 minutes every day to ask questions and double check their decisions alleviates a lot of stress and indecision.
- » If you've identified tasks (such as running payroll) or skills that the new leader will need to learn, create a schedule for them to achieve those things in the first 30- 60-days. For instance, if you want them to visit all your jobsites or meet all your clients, set a once-a-week schedule so that they

have time to plan and also time to process what they've

About the Author
