

# Boss for the First Time!



When colleagues suddenly become superiors. Tips on promotion as a specialist & on entering the new leadership role

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Simone Janson (ed.)

## From Employee to Leader

# **Boss for the First Time! From Employee to Leader**

When colleagues suddenly become superiors. Tips on promotion as a specialist & on entering the new leadership role

*Simone Janson (ed.)*

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# **Career Planning and Leadership Strategy: 6 Practical Tips for Success// By Maike Dietz**

Job-hopping, a new job every two to three years - this seems to be the credo of talented executives and talents. An internal career is often regarded as less desirable and neglected as a career alternative. And there is often no strategy.

## **The facts**

Fact is, the fewest executives have a long-term strategy for their careers.

But that is important to get on the job. Therefore here 6 detailed practical tips for young and prospective executives.

### **Praxistipp 1: Look for internal alternatives!**

Instead of running job hopping and having a long list of positions that might seem imposing at first glance, it's worth taking a look inside your company:

- What career alternatives are there?
- Often new tasks and areas of expertise have their appeal - is job rotation possible in the company?
- Is the next step in a (more extensive) leadership position or is a specialist career in question?

### **Praxistipp 2: Maintain internal networks**

All these topics can be discussed by senior managers with their supervisor. For him too, it is important to know the goals of the employees in order to be able to support them. Regular interviews (once a year) for their own development are common in many companies and can also be requested.

As a rule, there are also internal job advertisements, which show vacancies in their own company. Maintaining a good internal network is also a good idea, as executives can learn very early about where an additional job is created or a new job is planned.

### **Praxistipp 3: Focus on your own development!**

Regardless of whether career beginners and young managers want to make career internally or externally, the most important thing is to deal with their own development - and this as early as possible.

The following questions must be asked:

- What is the goal? How much (personnel) responsibility would the employer want to take over?
- Is a management career actually the right way - or is a professional career perhaps not the better decision?
- Would you prefer a career in a company or a family-run medium-sized company?
- Is it important to lead in line or is project management the better solution?

It is best to keep the considerations in writing and in as much detail as possible, as they form the basis for career planning and can be adapted to new findings in the course of life.

#### **Practical tip 4: recognize personal skills and expertise**

In the next step, it is worthwhile for executives to determine what personal skills and professional competences it needs to achieve goals.

- Which of these are already available and which can be learned as and where?
- What real talents can they employ and how do they have to be expanded?
- Is a postgraduate degree or a continuing vocational training required?
- Should aspiring talents move abroad for a while to be well-placed for the dream job?

#### **Practical tip 5: recognize personal skills and expertise**

Especially important for a leadership career is the discussion of leadership:

- What is important in this context?
- What does leadership mean?
- Does this fit into the company's leadership culture?
- Why a career as a leader?

In addition to self-reflection, the exchange with close friends and a comparison of whether the self-assessment realistic. A coach can provide professional support here.

#### **Praxistipp 6: Designing scenarios for the coming years**

According to this, talents and young leaders should design scenarios for the next three, five and ten years, and at least once a year, check whether their goals could be realized or priorities have to be distributed differently:

- What are my goals?
- Is my way still to these goals?
- What are the alternatives?