



5 Reasons New Leaders Struggle - And How to Fix Them

A Practical Guide for Organizations Promoting From Within

Change Agent Consulting Group

Leadership Development for the Midwest & Southeast

Welcome to Your Leadership Readiness Guide

Most new leaders don't fail because they're unqualified - they fail because they're unsupported.

At Change Agent Consulting Group, we help organizations build confident, capable leaders through practical, people-centered training. Whether you're promoting your first supervisor or developing an entire leadership pipeline, this guide will help you understand the most common challenges new leaders face - and what you can do to support them.

This resource is a preview of the tools and frameworks we teach in our Foundations of Leadership Cohort, a 4-week virtual program designed for new and emerging leaders.

1. They Don't Understand the Shift From Peer to Leader

Common Symptoms:

- Avoiding tough conversations
- Trying to stay "one of the team"
- Feeling guilty about holding people accountable

How to Fix It:

- Clarify expectations early
- Teach leaders how to set boundaries
- Provide scripts for difficult conversations
- Reinforce that leadership is a role, not a personality change

2. They Haven't Been Trained to Communicate Clearly

Common Symptoms:

- Confusing instructions
- Missed deadlines
- Frustration on both sides

How to Fix It:

- Teach leaders a simple communication model
- Provide coaching frameworks
- Practice real-world scenarios
- Encourage clarity over perfection

3. They Don't Know How to Hold People Accountable

Common Symptoms:

- Inconsistent performance
- Leaders doing the work themselves
- Team members unsure of expectations

How to Fix It:

- Provide an accountability framework
- Teach leaders how to address issues early
- Normalize feedback as part of the job
- Reinforce that accountability builds trust, not tension

4. They Struggle With Decision Making

Common Symptoms:

- Slow decisions
- Constant second-guessing
- Escalating issues to upper leadership unnecessarily

How to Fix It:

- Teach a simple decision-making framework
- Help leaders identify bias
- Reinforce that clarity beats perfection
- Encourage leaders to communicate decisions confidently

5. They Haven't Built Trust With Their Team

Common Symptoms:

- Team resistance
- Miscommunication
- Low engagement

How to Fix It:

- Teach leaders how to build trust intentionally
- Encourage transparency and consistency
- Reinforce follow-through

- Provide tools for relationship-building

Leadership Success Isn't Accidental - It's Built

When organizations invest in leadership development early, they see stronger communication, faster decisions, higher morale, better performance, and more confident leaders.

Join Our 4-Week Foundations of Leadership Cohort

What's Included:

- 4 live virtual sessions
- Practical tools and templates
- Real-world scenarios
- Small cohort size
- Certificate of completion

Perfect For:

- New supervisors
- Emerging leaders
- High-potential employees
- Organizations promoting from within

About Change Agent Consulting Group

We help organizations build confident, capable leaders through practical, people-centered training. With partners in Columbus, OH and Oviedo, FL, we bring a dual-region perspective that strengthens every program we deliver.

Our Expertise Includes:

- Leadership development
- Team performance
- Communication & coaching
- Decision making
- Change leadership
- High-trust culture