



## **60% of new managers fail within the first 24 months in their new role.**

That's according to a 2023 study by CEB Global. Other eye-opening findings:

- 20%—that's the number of first-time managers doing a poor job according to their subordinates.
- 26%—first-time managers who feel they were not ready to lead others to begin with (and that doesn't mean that those who thought they were ready, were!)
- 50%—managers in organizations who are rated, "ineffective."
- 60%—managers who never received any training when they transitioned into their first leadership role.

Unfortunately, most training provided to new and emerging leaders simply doesn't work. Some or all of these features probably sound all-too familiar:

- Half, one- or two-day training that leave emerging leaders confused and overwhelmed
- One-size-fits-all, canned approach without addressing individual needs
- No assessment of 'where they are now' to help them understand what THEY uniquely need to develop
- No feedback to expand their self-awareness
- No support over time to problem solve, motivate, and encourage accountability
- Taught by a trainer with little or no experience 'in the trenches' solving real leadership challenges

*That isn't how people develop into accountable, engaging leaders!*

Instead, emerging and first-time managers need developmental experiences and coaching that targets their unique needs—*they are different* than experienced leaders!

Provide them with experiences and expert guidance aligned with their unique needs.

1. Empower them to take ownership for their choices, behavior, and leadership development
2. Ensure they leave each developmental touch-point with immediately useful knowledge and tools
3. Personalize the approach to the unique needs of the organization and each individual
4. Provide thoughtful challenges and expert support to develop their emotional intelligence
5. Help them apply what they've learned and then debrief with a coach and peers
6. Encourage the development of a culture of leadership, accountability, and engagement
7. Develop their emotional intelligence to truly connect, engage, and lead others

Contact Lead.Grow.Change.® to learn about client successes and how you can level-up your emerging and first-time leaders!

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