

# THE 27 CHALLENGES MANAGERS FACE

## Key Takeaways

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### Lesson 2 Advancing from Peer to Leader

When promoted from within, it's easy to make the mistake of thinking you already know everything and everyone.

Managing when transitioning from peer to leader:

1. Decide which is more important: Your role as manager or your peer friendships.
2. Keep the role of friend and the role of manager separate.
3. Be a strong leader.
4. Accept that the parameters of your friendship have changed.

Start out strong, but with balance:

- Acknowledge this big change in responsibility and relationships.
- Do NOT explain why you were the right one for the promotion or justify why you are now the boss.
- Explain how you are going to operate as the new manager: "Our working relationships may change, but I take this responsibility seriously. I am committed to being good at this job, and I hope you will help me by doing your part."
- Recognize that you undoubtedly have blind spots. You don't know everything. Ask questions about people's work with fresh eyes, as if you were coming in from the outside.