

Stepping into Leadership for the First Time

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**A Guest Post by Marwa Hijazi,
University Alliance
(Including over 400+ Bonus
Leadership Links)**

Irene Becker, Just Coach It-The 3Q Edge™ | (IQ-EQ-SQ) Reach-Resonance-Results 3Q Leadership™ Blog- 42,000+ Social Media Followers & Growing!



Excitement. Anxiety. Trepidation. Uncertainty. These feelings are perfectly natural when you are called into leadership for the first time. After all, there is a lot riding on you – and your team will be closely watching your every move. Naturally, you want to hit it out of the park and impress them, as well

as your supervisors.

So, let's review what makes a great leader, and show you how to get there.

Great Leadership Improves the Workplace

It's clear that every business relies on solid leadership in order to succeed. Staffers want to work for people they trust and admire. When they find a great leader, their productivity and morale improves. They are engaged in the company's mission and inspired to help meet its objectives. They're self-motivated to meet their deadlines and to come up with new ideas and solutions. They rarely miss a day of work and customer service improves.

The bottom line: great leadership means a more successful business, with higher sales, lower costs, less turnover and happier people.

Working Through Struggles

Every leader struggles at times. Here are some tips for working through difficult times:

- **Make the tough decisions:** That's exactly what people need you to do. Learn by watching leaders that you admire and keeping abreast of industry news. Don't be afraid to change your mind when necessary.
- **Don't worry about being liked:** Your job is to do the right thing, not the most popular thing. Be respectful and fair, but willing to make difficult decisions.
- **It's okay to be human:** Remember that you're working with people who have outside lives and stresses to deal with. Your team should be able to approach you and know they

are appreciated.

- Believe in what you're doing: If you don't believe in it, nobody else will. A faltering leader can be difficult to follow, so stay strong.

Simple Efforts That Make You a Better Leader

When you step into leadership, everything changes. You're perceived differently. You may even walk a little taller! But don't make the mistake of resting on your laurels. Being a great leader means making a consistent effort to improve. Try these simple efforts that make a big difference:

- Keep listening, but also observe: Listening is the number one attribute of great leaders. Just quiet your mind and truly hear what people are saying. And keep your eyes open to see what's going on around you. Being observant can help you head off trouble before it begins.
- Step out of your comfort zone: Try something new, like traveling to a new place. It's a great way to expose yourself to learning opportunities. Take a new route to work, or try a different mode of transportation. Make an effort to talk to people you don't usually interact with.
- Take responsibility: You'll earn the respect of your peers and team when you're accountable for results, good or bad. Own mistakes, even if they aren't your fault (but especially when they are). Then, move on.
- Empower yourself: Recognize your own power, and stay above others' opinions of you.

Lead Your Team – Don't Control Them

Team members are motivated differently, but nobody likes to

feel controlled. The workplace of the past might have been filled with overzealous bosses and disempowered employees, but that won't fly today. Create a positive company culture and you'll have happy, engaged and creative people who produce, sell and contribute to the bottom line.

Keep in mind these three guidelines for leading – not controlling – your team:

1. **Everyone is important:** Recognize that every team member is contributing to the project. Give public praise for a job well done.
2. **Everyone is creative:** Instill an entrepreneurial spirit in your team. Ask for ideas and encourage brainstorming.
3. **Everyone is heard:** The importance of feeling heard cannot be overstated. Whether an idea is acted upon or not, appreciate the person and their effort.

Knowing What to Expect Will Help You Prepare for Leadership

The best time to prepare yourself to become a leader is before you are called into leadership. You can expect people to look to you for answers while watching your every move. Stay focused, keep listening and learn how to work through the struggles that every leader faces. You'll be well on your way to becoming a trusted, respected leader.



AUTHOR BIO: Marwa Hijazi | University Alliance | Notre Dame

Marwa Hijazi writes about leadership and negotiations on behalf of University Alliance, a facilitator of *leadership and management programs online*,

and *conflict resolution training*.

More on Leadership Skills and 3Q Leadership Skills for New/Emerging Leaders...YOU Betcha! Over 400 Bonus Links!

10 Ways to Build Your 3Q Leadership Edge (IQ-EQ-SQ)

Smart and Fast are NOT Enough: The Need for Better EQ

The Leadership Equation: Building Great Leadership at the Speed of Change

Women and Leadership: Ten Steps Forward for Women AND Men

The Essentialist Leader: Unforgettable, Exceptional Remarkable

The Transformative Power of Positive Leadership by General John Michel

10 Principles of 21st Century Leadership by James Strock

AND...Over 400 Articles on Great Leadership at the Speed of Change!

More? Almost done. Just one more thing!

Delighted to be speaking in the UK October 3, 2014



If you are in the London/Bristol, UK area I hope you will join me for an Elysian Training Leadership Event and [Presentation on How to Lead Through Turbulent Times](#)

Are YOU Ready to...

Get re-inspired by what you can achieve at the speed of change/challenges? Recharge, refocus, repurpose, repower? Develop leadership skills that GROW at the speed of change? Successfully negotiate a career or leadership transition?



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Leading and Succeeding in Disruptive Times – Part 4 of 4

Leading and Succeeding in Disruptive Times: Part 4 Series Conclusion-Connecting the Dots

(Including a Free ebook, Parts 1, 2, 3 of this series, a free subscription to Realizing Leadership Magazine and a compendium of great posts from thought leaders in leadership, hr/career/workplace/teamwork and business)

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Leadership is a 3Q equation supported by courage. Courage grows each time we align intelligence (IQ)-humanity (EQ) + integrity (SQ).



The conclusion to this series is a short, practical, free guidebook championing our ability to learn-relearn, lead and succeed in disruptive times by developing 3 essential strengths at GROW at the speed of change (your 3Q Edge™) I had every intention of sharing what was supposed to be part 4 in this series, It's All In Your Mind; a post simplifying what neuroscience confirms about our capacity to optimize our brain power not only by strengthening cognition, but by re-writing default patterns of thinking, communicating and doing that do not take us forward.

My intention did not go forward because of the tremendous support of my interview on 3Q Leadership-Building Your 3Q Edge™ in Realizing Leadership Magazine yesterday and today from colleagues and friends whose integrity, intelligence and contributions to a better workplace and world I respect. People who took time to support my article in Realizing Leadership on Twitter yesterday and today! I realized the need to express my gratitude for this support, and upon reflection I believe the best way to conclude this series on Success in Disruptive Times is in extending thanks to colleagues/friends (innovators, change-makers), and by providing a guidebook/eBook that will help you connect the 3Q dots!

Innovation is fueled by the desire to create value.

Competitive differentiation and success are about delivering this value.

Gratitude (in alphabetical order) Michael Ballard (@resilientmichae), Canadian Institute of Management (CIM_National) Elysian Training (@elysiantraining), Shashi Bellamkonda (@shashib), James Braunstein (@continuitycloud), Bill Butler (@wiarbu), Lyn Boyer (@lyn_boyer), Bishop Bowden (@GPBCNYC), David Burkus (@davidburkus), Catherine Anne Clarke (@acelebrationofw) Ted Coine (@tedcoine), Trevor B. Lee (@TBlepi) , LDRLB (@ldrlb), Barb Jemott (@skillsclick) Mike Howard (@mikehowardmsgs) Shawn Murphy (@shawmu), Karlene Petitt (@karlenepetitt) Deb Mills Scofield (@dscofield @bluelobsternets), Switch and Shift (@switchandshift), Deb Scott (@greenskydeb), Tarak Rindani (@tarakrindani), Esta Singer (@sheconsulting), Jesse Lyn Stoner (@jesselynstoner), James Strock (@servetolead), Cyndy Trivella (@cyndytrivella), Amit Verma (@amitv_tweets). (If inadvertently missed someone, or did not catch a tweet, please let me know so I can amend this list:-).

Why am I giving this book away as a conclusion to this series? Because it is my gift to YOU. A Practical, Purposeful Guidebook-A 3Q Edge™ Primer on Leading and Succeeding in Disruptive Times (←click link for eBook)

This ebook's purpose is to challenge and inspire you to realize your power, power to develop a whole new relationship with changes, challenges, stressors (even failures) that takes you forward faster and better than before; a relationship that helps YOU build your 3Q Edge™. I hope that you will take

the time to browse the book...because, change is not the problem...our ability to change and adapt while enfranchising the values, the purpose, the courage that can lead us forward is the way forward. It is a simple book, because I believe that our ability to simplify and make the complex actionable, doable and real is critical!

Enjoy it, select chapters to YOU. Check out my list of 3 minute 3Q tools/exercises you can do almost anywhere. Send me your comments. My passion for championing our ability to build Q skills, to realize our ability to learn, re-learn, communicate, collaborate and LEAD forward at the speed of change, in the face of challenges, stressors, even chaos cannot be deterred because it is the heartbeat of my commitment to learn, share and contribute every day, in every way I can. I hope that you enjoy the E-Book, and welcome your feedback!

More. Yes! Thank you Laurie Wilhelm, CEO of Realizing Leadership Magazine for your important work and contribution to the leadership conversation! Get a free 3 month subscription to Realizing Leadership Magazine, no strings, no automatic renewal. YOU will be glad YOU did!

More? YOU Betcha! Parts 1, 2 and 3 of this Series:

Part 1 | What is the DNA of Business Success in Disruptive Times? 7 Insights

Part 2 | Empowering and Actualizing Great Leadership

Part 3 | From Now to HOW: Efficiency to Effectiveness

And...Excellent Compendiums of articles by a wide variety of experts that you can browse and to subscribe to for free ([justcoachit](#) on [Pinterest!](#))

A Growing Collection of over 350 Articles | Great Leadership and 3Q Leadership

A Growing Collection of over 250 Articles | Business at the Speed of Change

A Growing Collection of over 650 Articles | HR, Teamwork, Career, Talent Optimization

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I never promote conferences or series on my blog-this is the exception because I am sharing a free valuable event you can attend where you are! Crack the Leadership Code hosted executive coach and organizational psychologist, Dr. Michelle Pizer, is a virtual event, a series of conversations with thought leaders is an exception because it is a

valuable and FREE way to learn from leadership experts and thought leaders including : Jim Kouzes, Les McKeown, David Grossman, Kevin Eikenberry, Jodi Womack.. I am delighted to also be presenting at Crack the Leadership Code Summit, and thank Dr. Pizer for organizing this valuable initiative.

Here are just some of the important topics/takeaways from the summit running from July 21, 2014 for 21 days with 21 speakers!

- Using change, challenges, stressors to optimize empowerment, engagement, potential and achieve results-Yes, I am speaking on building YOUR 3Q Edge™ (IQ-EQ-SQ)
- Critical communication skills
- How to build trust and credibility
- Confidence and capability for rising women leaders

- Work/life balance
- Productivity and smart networking
- Conversational intelligence
- Finding your charisma and connecting with your audience
- Executive style
- How to cultivate talent in a changing business environment
- Crafting the right story
- How to cultivate talent in a changing business environment

Click here to reserve your seat!
www.cracktheleadershipcode.com I would welcome the opportunity to hear how you enjoyed the Summit through my blog or by email irene@justcoachit.com

More on Great Leadership in Disruptive Times? YOU Betcha 1250 Bonus Links! Excellent Compendiums of articles by a wide variety of experts that you can browse and to subscribe to for free (justcoachit on Pinterest!)

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