

# Mini-Guide

## Coaching New Managers



*It's more than just HR.*

**SOVRANHR**  
Lead Smarter. Grow Stronger.

## The success of your newly promoted manager is defined by the success of their team.

Great managers stand out not just by their ability to lead, but by how they lead. They inspire, innovate, and drive their teams toward excellence. However, making the jump from employee to manager requires a new mindset and a new skill set.



## Managers act as facilitators and problem-solvers.

- **Train new managers** after promotion. Give them the resources, tools and training they need to successfully manage people. Offer foundational knowledge, clear guidance, and support. Clearly outline their responsibilities and your expectations, – even if you think they might be obvious or rudimentary.
- **Promote teamwork among managers.** Managers have unique styles that impact their leadership. Variations in communication and motivation can cause inconsistencies and overwork. To unify them, foster a strong company culture with consistent management practices and regular communication.

## Nurture the traits that will make your managers great managers.

New managers must shift their attention toward their team's performance and develop skills like patience, empathy and understanding to help others succeed —skills they didn't particularly need before.

- **People do what you do, not what you say.** Give your new managers a clear success model. Senior leaders should lead by example, set boundaries, celebrate achievements, and ensure teams have the resources they need.
- **Empathetic leadership** can be taught. Promote it consistently. Encourage new managers to self-reflect on their emotions and behavior. By nurturing self-awareness, they'll be better prepared to offer genuine empathy and support to their team.
- **Listening skills** are essential for building trust within a team. Encourage new managers to practice asking more and talking less. When team members feel heard, stronger relationships form.
- **Regular feedback and mentorship** can significantly enhance a new manager's capabilities. Regular, constructive feedback from mentors helps new managers develop key skills in leadership, communication, decision-making, and team management.



*Teach new managers the importance of active listening. This means fully concentrating, understanding, responding, and then remembering what is being said.*

Ready to unlock your team's full potential?  
Schedule a **FREE** consultation today.

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