



{ OVERVIEW }

# Leadership Transitions

 **Ninth Edge**

Know Better.



# Master the shift.

Stepping into a leadership role for the first time can feel overwhelming. Many new leaders struggle with shifting their mindset from “doing the work” to “leading others.” The expectations, responsibilities, and skills required of a leader are vastly different, and without the right support, new leaders can quickly fall into common traps that hinder their success.

## The real challenge is:

**How can leaders successfully navigate these transitions while ensuring their teams thrive?**

At Ninth Edge, we understand the unique challenges that come with leadership transitions.

Our **Leadership Transitions** program is designed to provide new leaders with the tools and frameworks needed to confidently step into their roles, avoid common pitfalls, and develop the key skills necessary to lead high-performing teams.



## You'll learn to:

- Recognize and avoid common leadership traps, such as setting unrealistic expectations and stifling team input.
- Understand the three fundamental shifts every leader must make: new skill requirements, time applications, and work values.
- Accelerate your learning curve with practical strategies to adapt quickly to your new role.
- Lead critical conversations that set clear expectations, provide feedback, and build engagement.



## Overview of the Program

- **Welcome and Introduction:** Framing the leadership transition and the objectives of the session.
- **Your Leader Experiences:** Reflecting on the best and worst leadership behaviors you've experienced.
- **The Leadership Transition:** Understanding the critical shifts in mindset and behavior when transitioning to a leadership role.
- **Avoiding the Traps:** Identifying and avoiding the common mistakes new leaders make.
- **Accelerating the Learning Curve:** Practical strategies to fast-track your development and avoid the "fuzzy front end" of new leadership.
- **Four Critical Leadership Conversations:** Mastering key conversations around setting expectations, providing feedback, coaching, and 1:1s.
- **Three Fundamental Shifts:** Exploring the new skills, time management, and work values required of successful leaders.
- **Building Engagement:** Strategies to foster a positive, engaged team culture.
- **Leadership Challenge Peer Coaching:** Applying learnings to real-world leadership challenges through peer coaching.

## Target Audience

New People Leaders

## Delivery Options

Face-to-Face or Virtual Instructor-Led Training

## Workshop Timing



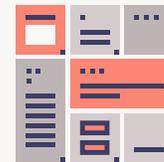
### Half-Day Workshop

- Clarifying the Skill
- Building Self-Awareness
- Feedback and Coaching
- Action Planning



### Full-Day Workshop

- Clarifying the Skill
- Building Self-Awareness
- Feedback and Coaching
- Skill-Development
- Intact Team Coaching
- Action Planning



### Customizable with Other Ninth Edge Solutions

- Managing Conflict
- Performance Feedback
- Performance Coaching
- Conversational Capacity™





## Leaders who have completed the Leadership Transitions program report:

### **Faster adaptation to leadership roles**

Make fewer mistakes along the way.

### **Higher team performance**

Leaders create clarity and set strong expectations from day one.

### **Stronger engagement and trust with their teams**

Leaders master the art of meaningful leadership conversations.

Without proper guidance, new leaders often fall into traps that slow their development, damage team morale, and stall team progress. Without the right tools, they risk becoming managers who only focus on tasks, rather than leaders who inspire and motivate.

At Ninth Edge, we give new leaders the skills and frameworks they need to lead with confidence and build thriving teams from the start.



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is our business.

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Take the  
next step.

Are you ready to set your new leaders up for success?

Let's explore how the **Leadership Transitions** program can help your leaders confidently navigate their new roles.

Click below to schedule a consultation and start building stronger leaders today.

{ Schedule a consultation.  }

