

Expert to Leader

Who is it for? Technical experts who are taking on, or are already in, a leadership role.

Why do they need it? Specialists with a technical background and experience are often selected for a leadership role due to their technical excellence, expertise and for consistent high-quality delivery.

However, many can struggle to make the transition smoothly. The very attributes that have made them successful so far, can often get in their way of them becoming a good leader.

Typical signs are that they struggle to 'let go' and delegate work, to trust people to deliver to their own high standards. The reason is these actions move them away from their comfort zone of being a technical expert, for which they have been given recognition for in the past.

They fail to understand that they now need to lead through their team, as opposed to being part of a team, which means stepping away from doing the doing. Even when recognised intellectually, psychologically, and emotionally they can find it hard to make the change and importantly sustain it.

The impact for the individual can be burnout, stress, and a sense of being overwhelmed. The team impact is that resources are not fully deployed or productive. There can be a lack of clarity on the mission and objectives, which leads to disconnect and a lack of collaboration. The impact to the organisation is the cost of lower productivity, poor workforce engagement and sometimes problems with retention.

The Solution - Expert to Leader helps technical experts lead, thrive, and improve their own and team performance by:

- Making the psychological and behavioural shift to start to lead through people
- Managing their own energy and workload by focusing on what's important
- Communicating the vision, objectives, goals, and roles with clarity to their team
- Honing skills to hold performance focused conversations
- Developing coaching skills to give feedback and manage under performance
- Developing team skills - coaching and running high impact team meetings

Why us?

- Deep expertise in psychology, performance, coaching and communication
- Decades of experience of working with leaders
- By tracking how your leaders change and develop through the programme, we can demonstrate a clear ROI against your defined outcomes

