

From Clinician to Manager:

Fundamentals That Can Help New Managers Succeed



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The Peter Principle



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Hiring

Avoiding the Peter Principle

- Identify the skills needed for each position
- Test their leadership abilities
- Mentor future leaders
- Avoid effort-based promotions
- Build your pipeline before you need it
- Utilize employee assessments



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Leadership Development Program

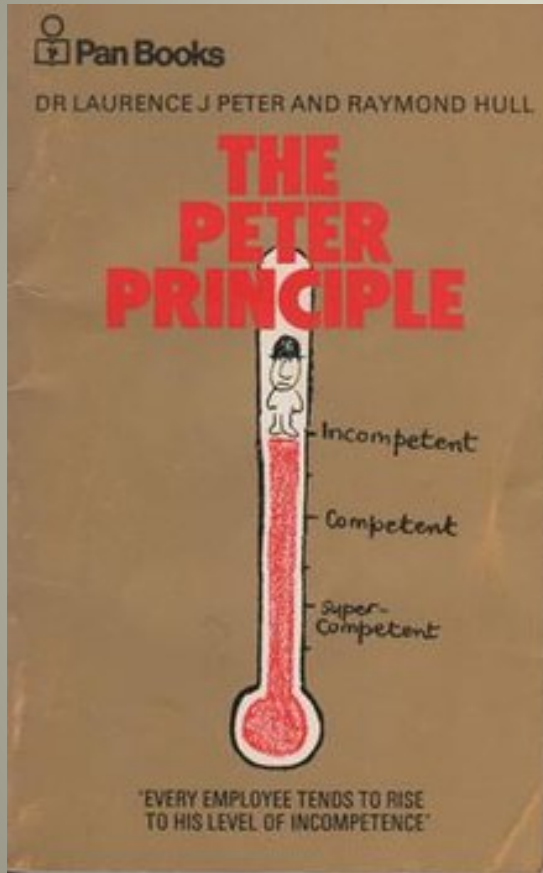
- For identified up-and-coming leaders
- Complete 1-2 activities per month
 - Webinars/Lunch and Learns
 - Community Participation
 - Understanding Financials
 - Excel/Tools for Organizing Work
 - Board Meetings
 - Fundraising Activities



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The Lesson



Correctly identify the skills needed for the position and cultivate employees who demonstrate the potential.



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You Have Promoted Them: So, Now What?

The Nuts and Bolts

- Meeting consistency
- Up front investment
- Checklist of training needs
- Debrief after leadership/ supervisory meetings



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Supervising Former Peers

- Set clear expectations
- Have open and transparent dialogue
- Acknowledge challenges
- Capitalize on existing relationships and understanding of the job
- Recognize shift from allegiance with peers to accountability



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Professional Development



- Understanding the depth of their responsibility
- Understanding the “why”
- Planning for the future
- Exposing to financials
- Introducing to the larger community



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