



What advice would you give to someone in a leadership role for the first time?

We recently asked members of our online community* this question and the response was incredible. Research shows that **less than 40% of new managers receive any leadership training, coaching or mentoring.** With a new generation moving into leadership roles for the first time, we wanted to help. Here's what our community of experts had to say...

LEARN & LEVERAGE THE STRENGTHS OF YOUR TEAM.



...companies that implemented strengths-based management practices...found that **90% of the groups studied had performance increases.**"

—GALLUP, 2016

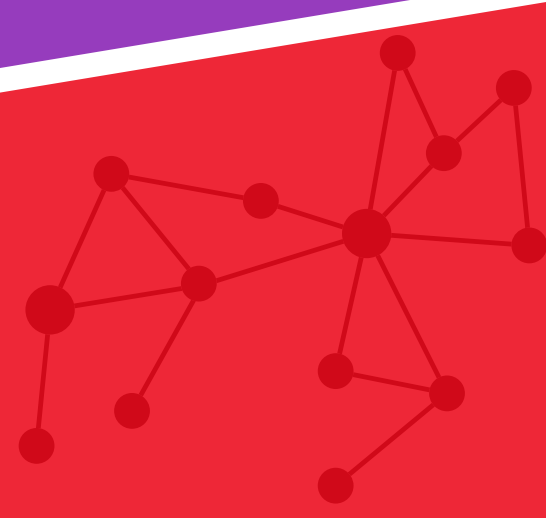
Good teams are built around **people with strengths in different areas.** Get to know your people well enough to learn their strengths and interests.

[JAMES SAELZLER](#)

Learn to recognize **what motivates the people on your team**—everyone is different.

[LORIE BISSONETTE](#)

COMMUNICATE OFTEN & CONNECT TEAMS TO THE BIGGER PICTURE.



Employees whose managers hold regular meetings are almost **3x as likely to be engaged.**"

—GALLUP, 2014

Communicate with your people on everything and then communicate some more.

[CANDACE CARPIO](#)

Know yourself. Know your vision. Be able to explain it clearly.

[SIMON M.](#)

FLEX YOUR LISTENING MUSCLES.



The most important thing in communication is **hearing what isn't said.**"

—PETER DRUCKER

Asking great questions is better than having all the answers. Be yourself and make room for others to be themselves.

[TODD ATTRIDGE](#)

[@toddattridge](#)

Ask questions from a place of curiosity... don't expect to know all the answers.

[DIANNE COPPOLA](#)

[@ReadyAimAct](#)

Listen to what's not being said... read between the lines and **ask questions.**

[MARSHA \(ELINSKY\) KAIRIS](#)

CONTINUE TO LEARN & EVOLVE YOUR SKILLS.



Organizations that work to create strong leadership pipelines see an average increase in **37% more revenue per employee.**"

—HARVARD BUSINESS REVIEW, 2016

Learn how to lead people by asking the people what they want and need from you as a leader.

[CHRISTOPHER LITTLEFIELD](#)

[@AckWorks](#)

Lots of people will criticize you and have opinions on what you should be doing differently. **Make sure you have a good support network.**

[GLAIN ROBERTS-McCABE](#)

[@HeyRoundtable](#)

Don't think that you need to know it all. Be open to suggestions and feedback.

[DR. WILMA SLENDERS](#)

LEAD WITH VALUES. BE HUMAN.



The secret of leadership is simple: **Do what you believe in. Paint a picture of the future. Go there. People will follow.**"

—SETH GODIN

Learn names (partners/children too)... check in about how things are going **personally and professionally.**

[MICHAEL KITCHING](#)

Know yourself—your values, your **philosophy on leadership,** your strengths, weaknesses, triggers, and be open to... feedback on how your actions impact others.

[PAM ROSS](#)

[@pamelamaeross](#)

They won't care how much you know until **they know how much you care.** Seems trite but it has always proven to be the best path to creating trust.

[JAMES ALBERS](#)

*Thank you to our awesome contributors from our Actionable Conversations LinkedIn Community for their insights.

References

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