



## Transitioning to Leadership

**2014 Spring VSPA Meeting  
Asheville, NC**

FHSG. Copyright 2014. All Rights Reserved.

## THE BOTTOM-LINE

58%-90%

- Of employees do not trust their manager

Source: Maritz, 2011./CCL, 2010

14%-58%

- Of employees believe management is ethical and honest

Source: NBE, 2011/Maritz, 2011

15-30%

- Of employees are actively engaged

Source: Performancepoint, Kenexa, and Gallup

Copyright 2014. Performancepoint, LLC. All Rights Reserved

## PAST

Pace

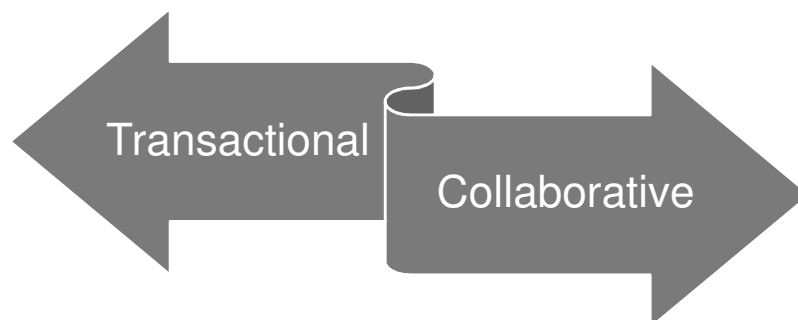
Anxiety

Stability

Technology

FHSG. Copyright 2014. All Rights Reserved.

## FIGHT THE URGE



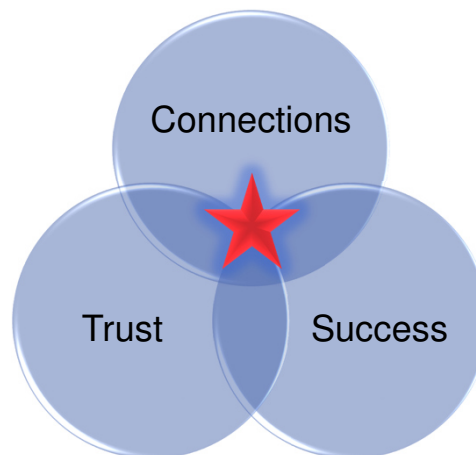
FHSG. Copyright 2014. All Rights Reserved.

## TYPES OF ENGAGEMENT



FHSG. Copyright 2014. All Rights Reserved.

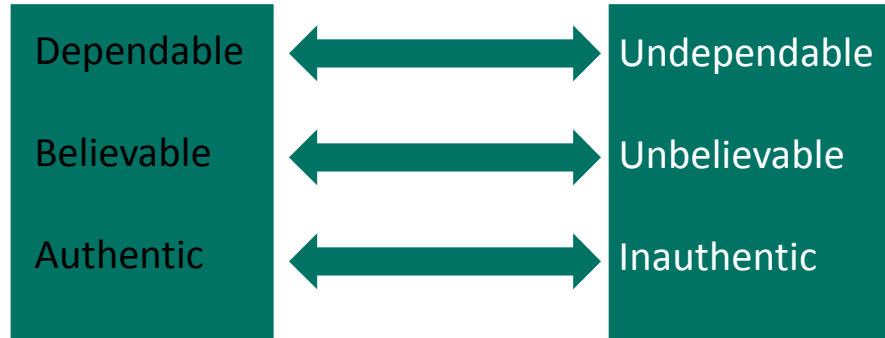
## ENGAGEMENT INTERSECT



FHSG. Copyright 2014. All Rights Reserved.

## TRUST

What is Your Present Interest?

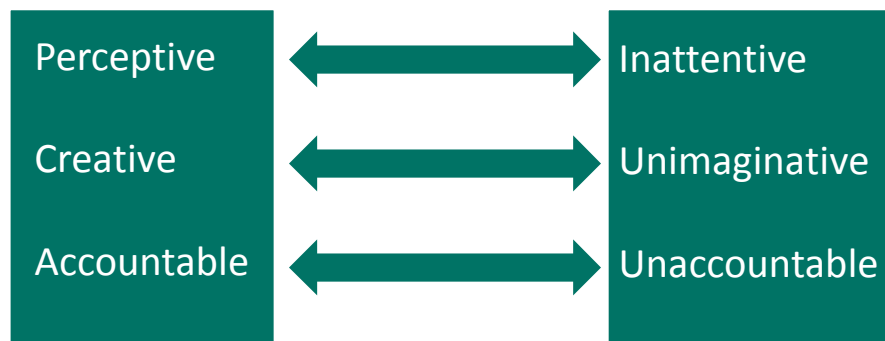


Copyright 2014. F&H Solutions Group. All Rights Reserved

8

## SUCCESS

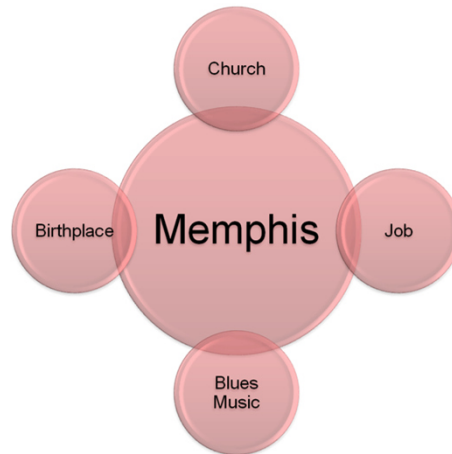
What is Your Present Interest?



Copyright 2014. F&H Solutions Group. All Rights Reserved

10

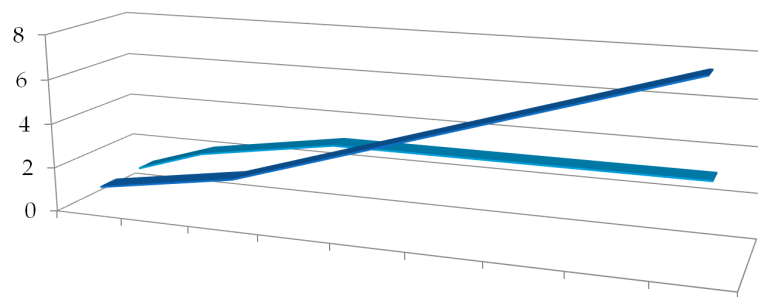
## HOME EXERCISE



Source: Employee Engagement, 2009

FHSG. Copyright 2014. All Rights Reserved.

## UPSIDE DOWN



FHSG. Copyright 2014. All Rights Reserved.

## FOUR TYPES OF CONTRIBUTION

Sponge

Problem Solver

Leader

Visionary

FHSG. Copyright 2014. All Rights Reserved.

## LEVELS OF CONTRIBUTION

### 1. Learner

- Follow
- Assist
- Take Direction

### 2. Individual Contributor

- Apply
- Problem Solve
- Advise/Expertise

### 3. Leader/Coach

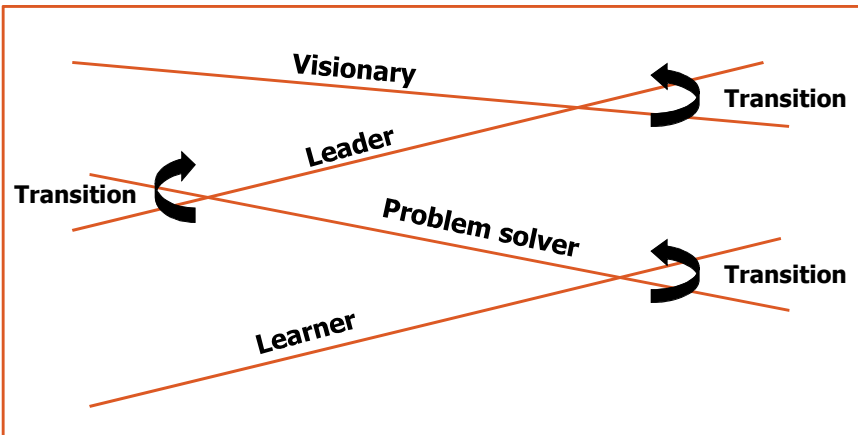
- Influence
- Initiate
- Guide

### 4. Visionary

- Strategize
- Connect
- Sponsor

FHSG. Copyright 2014. All Rights Reserved.

## CAREER TRANSITIONS

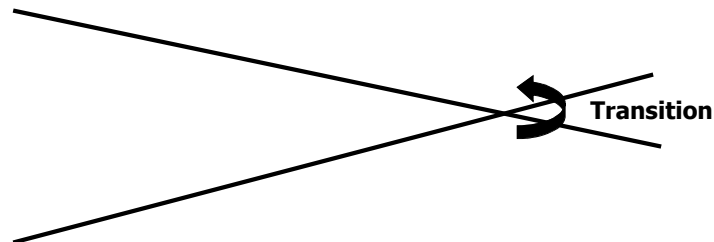


FHSG. Copyright 2014. All Rights Reserved.

## BENCH STRENGTH

Each Career Shift

- New Skill Requirements
- New Time Applications
- New Work Values
- New Beliefs and Attitudes
- Emotional Growth



FHSG. Copyright 2014. All Rights Reserved.

## DIFFICULT TRANSITION

Of all of the transitions the most difficult is the  
transition to:

**“Leader”**

FHSG. Copyright 2014. All Rights Reserved.

## MANAGEMENT TRAP

### Management Time

- Planning
- Hiring
- Coaching
- Giving Feedback
- Performance Evaluation
- Building Relationships
- Cross Department Collaboration

### Execution Time

- Lead Generation
- Lead Qualification
- Sales Calls
- Sales Follow up
- Proposal Writing
- CRM Data-entry

FHSG. Copyright 2014. All Rights Reserved.



## MANAGEMENT MINDSET TRAP

### Management Time

Completing work  
through the growth,  
development, and  
participation of others.

### Sales Time

Completing work  
through your own  
expertise, hard-work  
and resolve.

FHSG. Copyright 2014. All Rights Reserved.

## THE SKILL SET SHIFT

Individual Contributor	Leader/Coach
Exhibits technical competence and develops credibility and reputation for strong work	Displays a broad understanding of the business and/or technical areas
Able to work independently and create results	Motivates others utilizing ideas and knowledge
Takes accountability for a clear piece of a project or segment of work	Takes accountability for entire process, area, etc. without control
Works well with direct colleagues	Develops a strong internal and external network
Needs less supervision and starts to develop independently	Grows, develops, and influences others

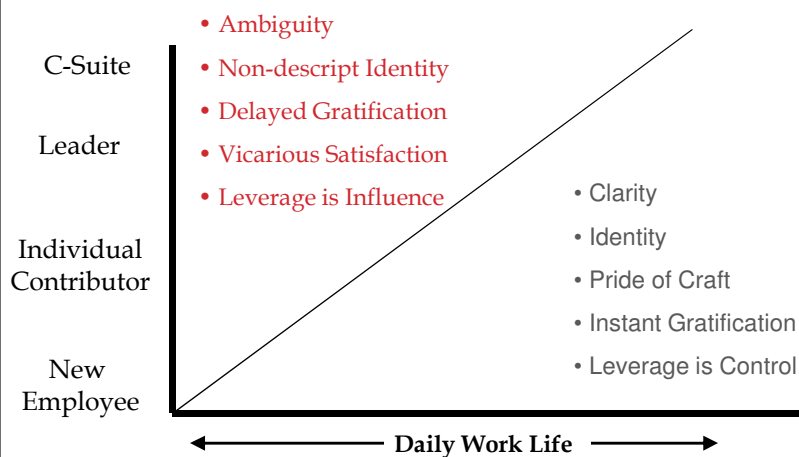
FHSG. Copyright 2014. All Rights Reserved.

## THE EMOTIONAL AND ATTITUDE SHIFT

Area	Individual Contributor	Leader/Coach
<b>Compensation</b>	Individual performance	Team or organization
<b>Control</b>	Significant	Little
<b>Recognition</b>	Great deal	Little to none
<b>People Skills</b>	Some	Significant

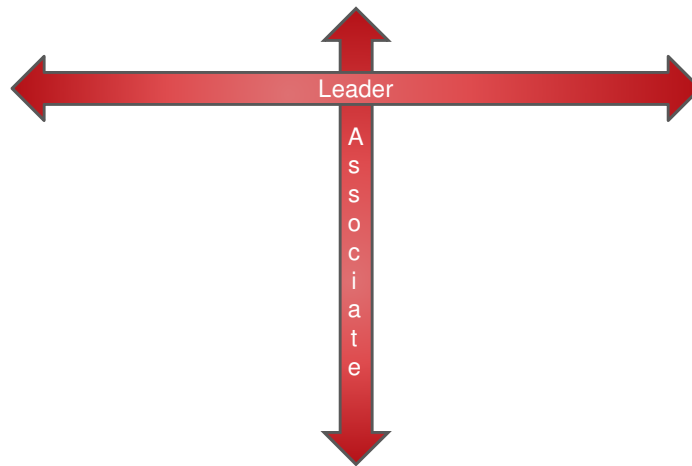
FHSG. Copyright 2014. All Rights Reserved.

## THE UPWARD CHALLENGE



FHSG. Copyright 2014. All Rights Reserved.

## THE LOSS OF WHO YOU ARE



FHSG. Copyright 2014. All Rights Reserved.

## Contact Information

Brad Federman

office: 901.291.1547

mobile: 901.292.2636

[bfederman@fhsolutionsgroup.com](mailto:bfederman@fhsolutionsgroup.com)

FHSG. Copyright 2014. All Rights Reserved.