

First Time Management Mistakes to Avoid

We have all seen it happen. Wear a tie tomorrow you are the new manager. A recent survey by a Philadelphia based consulting group indicated that 40% of new managers fail in their first 18 months by getting fired, bowing out of the position, or receiving a bad review. The same survey cited a survey of 825 human resource managers as identifying the number one issue for new managers is failing to build effective partnerships and teamwork. The following 7 mistakes are the most common made by newly promoted managers:

1. They fail the “politics quiz.” Organizational politics are a fact of life. Don’t sacrifice key relationships because a colleague or subordinate has a talent for getting face time.
2. Don’t try to “clone” yourself. Of course you’re brilliant, that’s why you were promoted. However, good management is getting the best out of the staff you have. Improving employee performance is a process not an event.
3. Failing to communicate. You avoid giving feedback because you are sensitive to past relationships. People desperately need and desire good, balanced feedback.
4. The Sprint. Don’t try to accomplish everything on day one to validate management’s decision. Learn your staff and their capabilities. All priorities aren’t equal.
5. Trying to be Dr. Feelgood. Everybody wants something and it’s hard to say no. Special, confidential deals never stay that way. Your job is to be the boss, not their friend.
6. You’ve arrived. Management is a continuing improvement and learning process. Seek out opportunities to improve your skills and refine them.
7. You’re the star. It is very tempting to fall back into doing the “technical” things you did before. You were good at it. Competing with your staff is bad management. You need to transition from player to coach.

Avoiding these mistakes and building your own network and skill sets are important success factors for any manager - no matter how long they have been doing it.

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