

Welcome to You've Been Promoted

1. Please rename yourself on Zoom

- Name
- Agency
- Pronouns



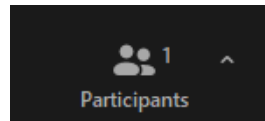
2. Answer our check-in question in the chat:

“What do you enjoy about being a manager?”



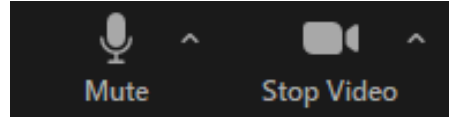
Tech Check

1. Rename Yourself



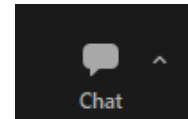
- Participants > Hoover over your name > 3 dots > Rename. Type your Name, Pronouns, and Department.

2. Mic & Video Test



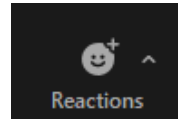
- Select the microphone button to unmute yourself & say hello! Select the video button to go on/off camera.

3. Locate the Chat Feature



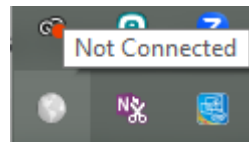
- Select the three dots > Chat to open up the chat box.

4. Raise Hand



- Select the three dots > Reactions > Raise Hand to raise your hand.

5. Turn off your VPN



6. Grab a Copy of the Learner Workbook / Handouts



- Found in Chat from your facilitator!

Disruption? Try logging out and logging back in again.



Jay Winston, M.S.
(She/her/hers)



Badger Alumna



World Traveler



Thalassophile



Dog Mom



Foodie

**Group
Agreements**

Be Present

Take Space

Make Space

Take Notes

Be Curious

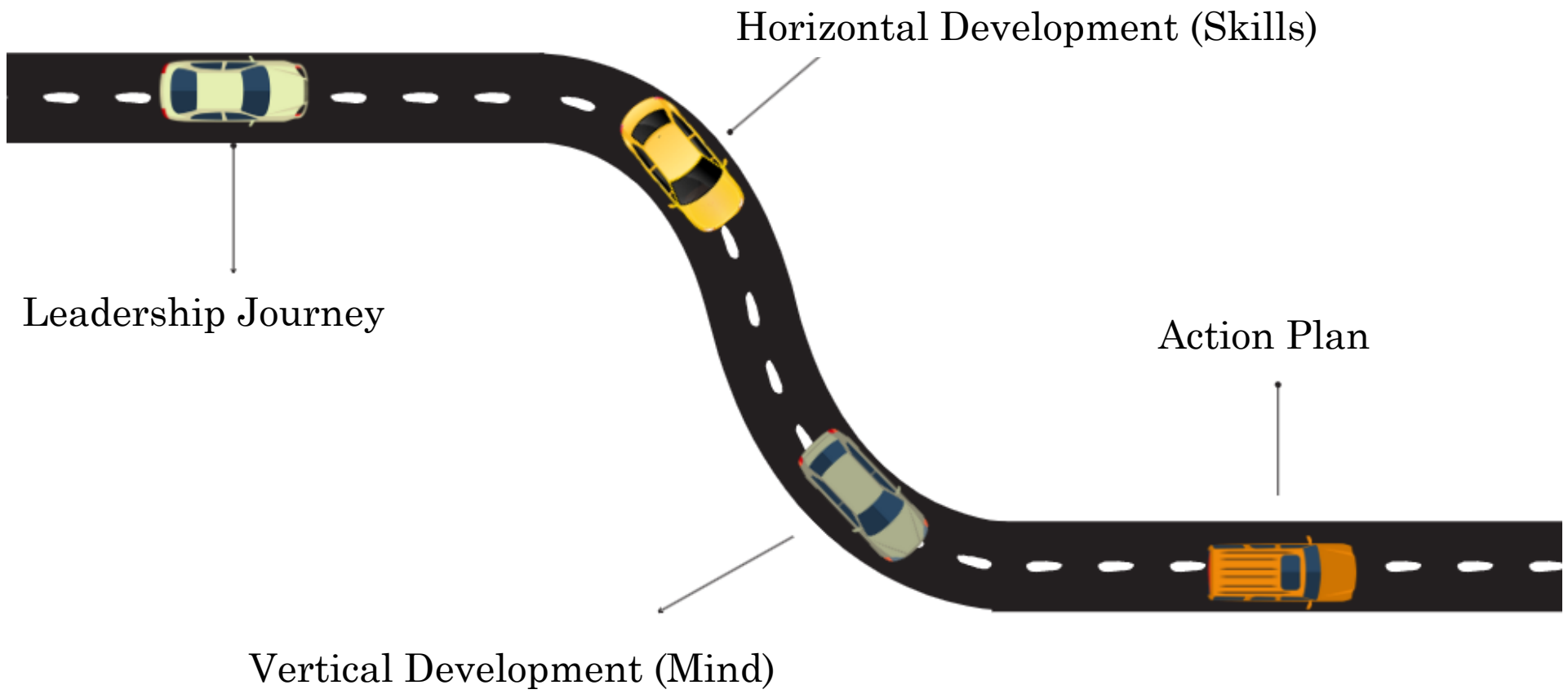
Ask Questions

Additions?

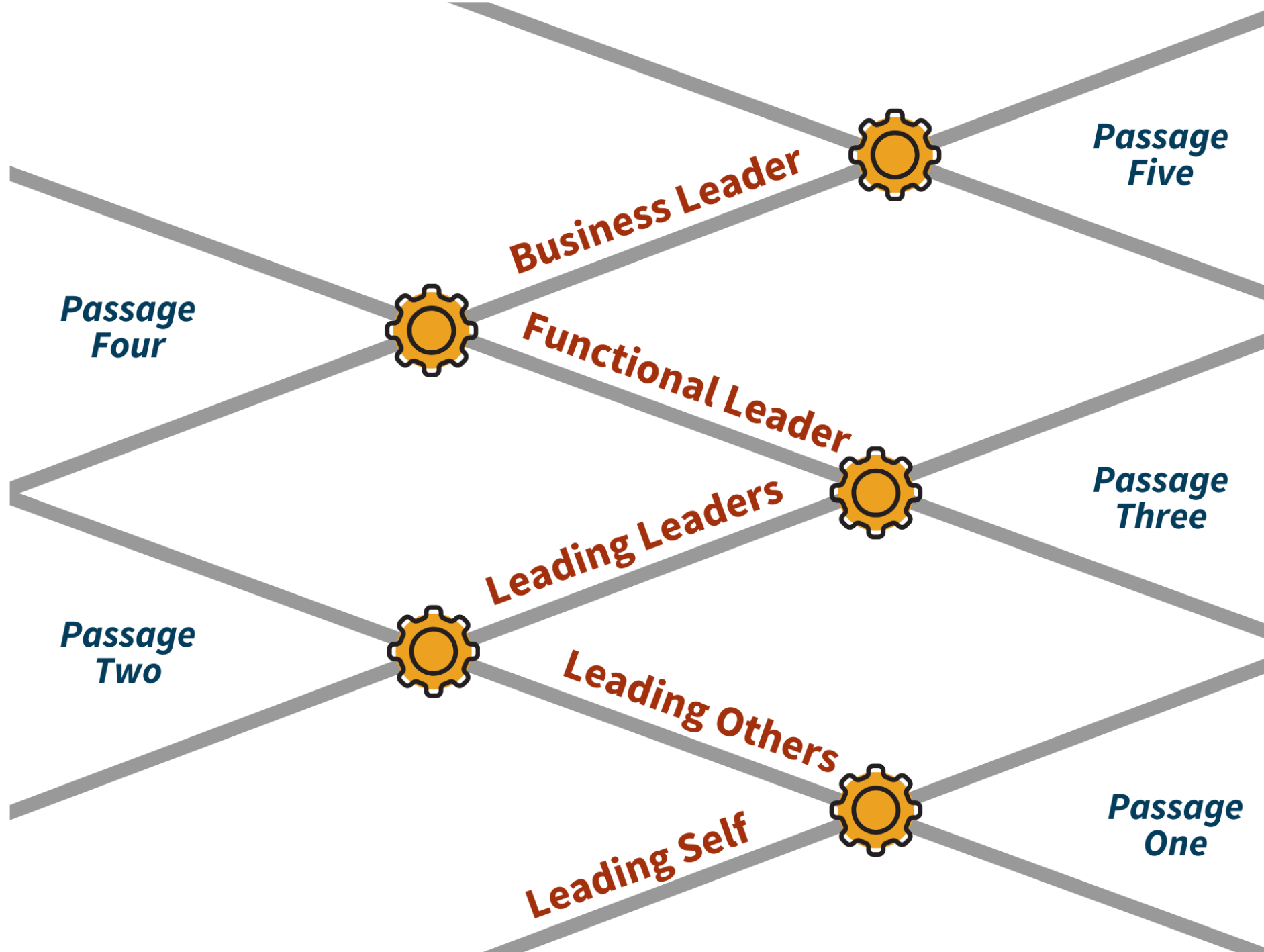


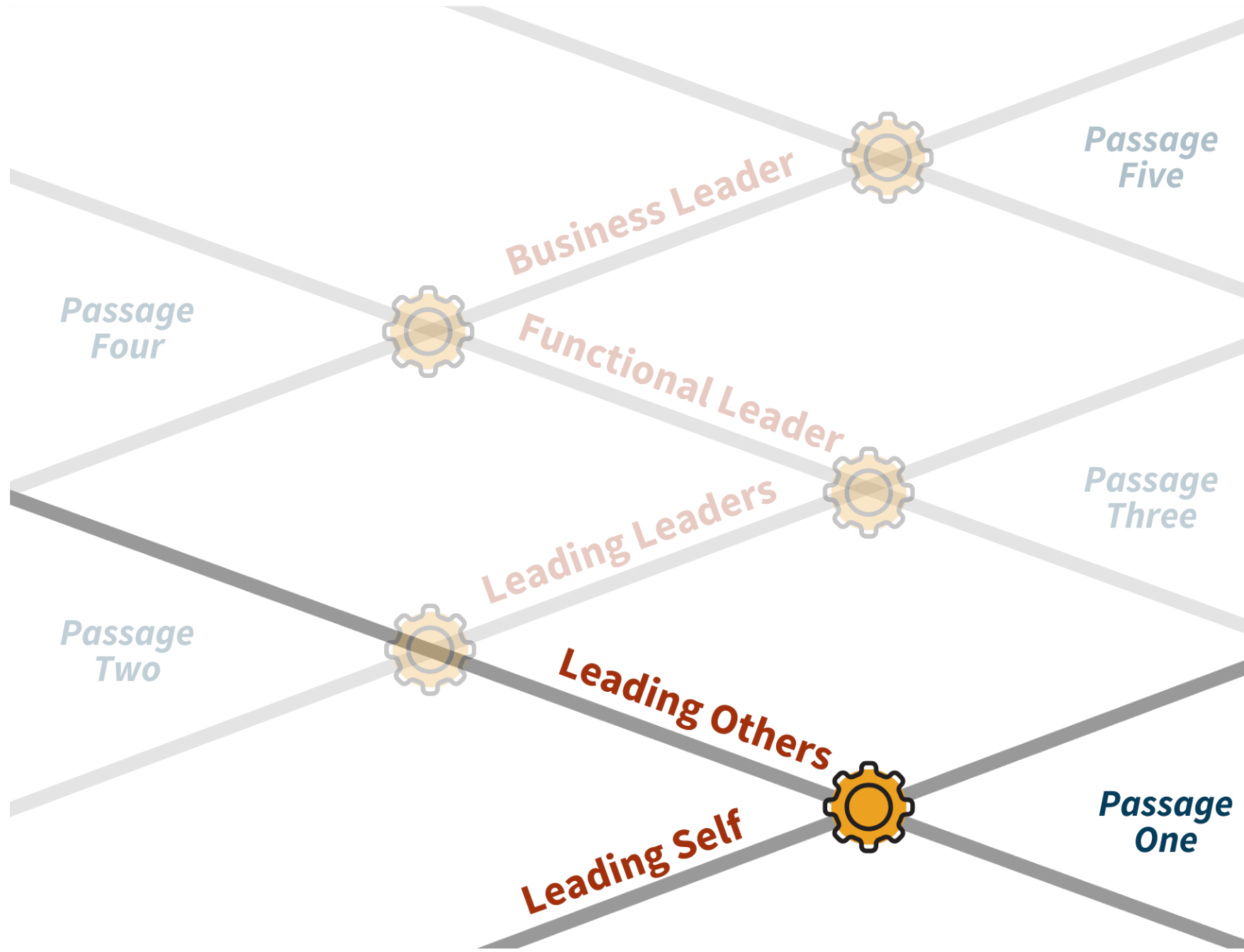


Story Time



Leadership Journey Concept





Horizontal Development

Horizontal Development...

- Is the process of expanding your toolkit by adding to the tools you already have
- Focuses on:
 - doing more
 - transferring knowledge, skills, and abilities
- Example: communication skills

Technical Skills

Human Skills

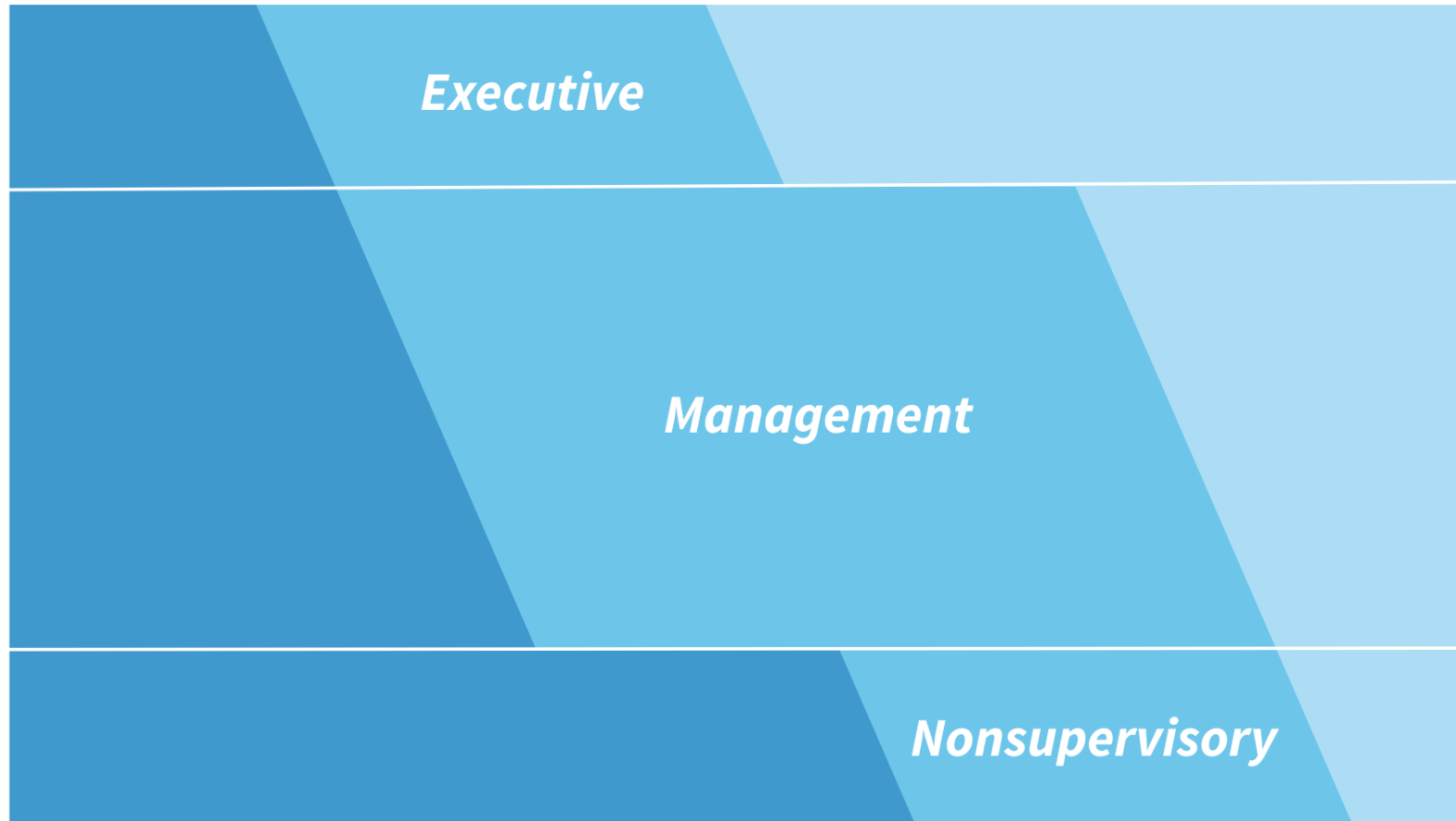
Conceptual Skills



Technical Skills

Human Skills

Conceptual Skills



Executive

Management

Nonsupervisory

Vertical Development

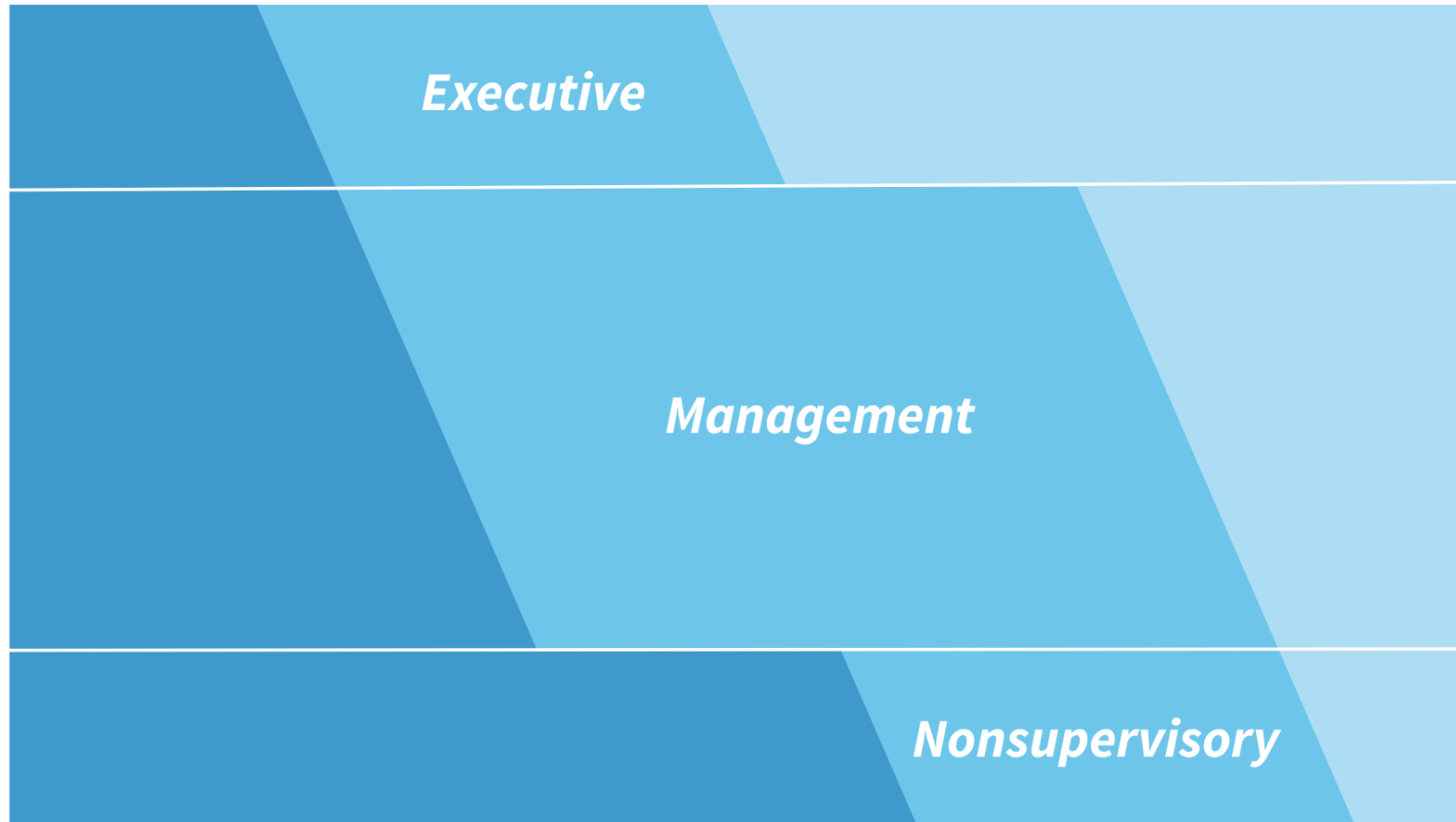
Vertical Development...

- Is the process of expanding your mindset, changing the way you think; which impacts what you do and how you behave
- Focuses on:
 - being better
 - becoming more self aware
 - Being adaptable
 - increasing your ability for complex thinking
- Examples: navigating complexity and uncertainty

Technical Skills

Human Skills

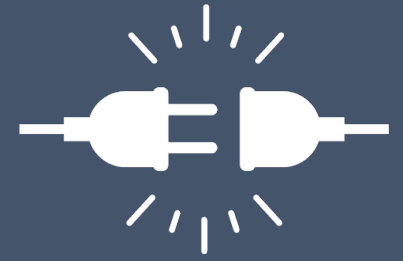
Conceptual Skills



Executive

Management

Nonsupervisory



Common Pitfalls

Common
Pitfall #1:

Micromanaging



Common
Pitfall #2:

Lack of Balance



Common
Pitfall #3:

Unclear Expectations



Common Pitfall #4:

Lack of Feedback



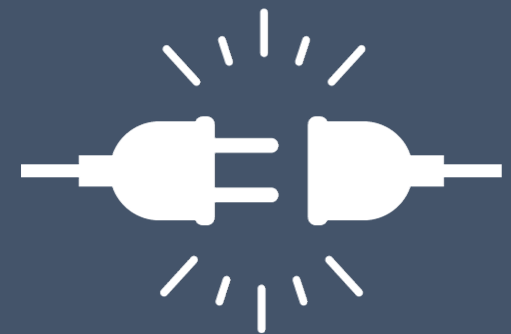
Common
Pitfall #5:

Difficult Conversations



Common
Pitfall #6:

Disconnection from Team



Recap

1. This is an ongoing journey with no destination
2. New skills and mindsets are required for leading at the next level
3. Own your pitfalls and course correct

We Want Your
Feedback!

