



# ACCIDENTAL LEADERS

## 5 THINGS ACCIDENTAL LEADERS CAN DO TO SUCCEED

*Do any of the following apply to you?*

- You have been promoted because you are a hard worker and technical expert in your field
- You have never received any formal professional development outside of your field
- You relay information to your team, but they fail to complete tasks in the manner required for success
- Sometimes you feel like your hands are tied and you don't know what to do differently
- You don't get it—you're good with people, but you just can't seem to motivate your team

If you checked yes to one or more you might be an accidental leader: a technical expert in your field with a high level of education and business experience who who fell into a leadership role.

*If you are an accidental leader, here are some things you can do right now to help you succeed:*

**Learn to Lead:** Immediately upon being promoted get some training either on your own or supported by the company. Better yet make that training one of the conditions for accepting your new role.

**Lead by Example:** It works! Be a behavioral role model for your team and company. Be honest, supportive, and trustworthy with your team so they will be the same.

**Ask for Help:** If you need support ask for it. Find an experienced, recognized, and respected leader to have conversations with.

**Prioritize:** What's important and urgent. What's not important to you? What's important to others? Make 2 x 60 minute time slots in the day when you are not to be disturbed - no exceptions.

**Put "The Monkey" Where It Belongs:** Before responding to people's problems identify the following: Who owns it? Who is responsible for it? Ask them to try to solve it on their own, then come back to check it out.

*Leadership is about: Clarifying issues. Setting priorities. Holding people to account.  
Giving up the desire to be liked. Aim for being respected!*