

*Magnificent
Leadership®*

**ELEVATING
LEADERSHIP CAPACITY
AND SUCCEEDING
IN A NEW ROLE**

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TRUSTED GUIDE TO THE C-SUITE

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Magnificent Leadership®

ELEVATING LEADERSHIP CAPACITY AND SUCCEEDING IN A NEW ROLE

You've landed the role. Maybe it's the one you've been working toward for most of your career or it's the stepping stone before. No matter, it's big.

Everything's grand except that you have more on your plate than ever before: more projects, more direct reports, more meetings, more expectations, and more relationships to manage. You're more visible in this role, too, with more responsibility. The stakes are high if for no other reason than that's where you aim. And you have to manage up with more influence.

You're giving this all you've got, of course. The challenge isn't your drive or hard work. The issue is that there isn't enough of you to go around, not in this new capacity. Where to most effectively focus your time, energy, and attention? You need to be more strategic, you know, keeping your eye not only on short term deadlines, but on longer term goals. And you know you need to delegate more, get things off your plate, but which? After all, you're the person who is ultimately responsible for the organization, the division, the GBU, the (fill in the blank).

Oh, and on top of all this? There's your team, looking to you for guidance, mentorship, leadership. You need to be a leader like you never have before, more confident and decisive, all the while bringing your direct reports up to speed as you find your own footing. You want to communicate well, inspire those around you, help your team to function as effectively and autonomously as possible while precisely walking the line between being of help when needed and not micromanaging. You want to be the leader who delivers results and is also good to work for.

And we haven't even gotten to leveraging your EA. You know they're underutilized, that they could be of greater help managing your schedule and running interference, but where would you find the time to sit down and have that conversation?

So, what to do? Here are the 6 essential factors for successfully leading in a new role:

6 ESSENTIAL FACTORS

for Successfully Leading in a New Role

LEADERSHIP INFLUENCE

The higher you rise in an organization, the more important both leadership and influence become. Combined, they are your secret weapon. Are you able to move across different audiences with ease and confidence and be effective with your messaging? From the Board to Town Hall Meetings, it's critical that you're able to communicate with different stakeholders. And, are you managing up as well as you're leading your team? Have you identified the 3-5 key stakeholders that are critical to your success and are you growing those relationships? Are you positioning yourself as a strategic leader, one who leads and executes initiatives for the organization, and is able to bring people together to get things done? Do you have enough influence capital to advance your initiatives with success?

PRIORITIZATION

You must be able to place your attention and focus on those most important matters that require your attention. And now, more than ever before, there will be more demands coming at you. Do you know what your greatest priorities are? What your boss thinks they are? Create criteria for your involvement, namely: Is this in alignment with your strategic objectives and where you add the most value? If not, delegate it.

STRATEGIC FUNCTIONING

You're likely now in a role that requires you to do more than meet deadlines, and instead, be visionary about strategy and direction. Doing that requires thinking time where you can remove yourself from the daily grind. Are you able to take an aerial view? Do you have a deputy to ensure that you can function in the most strategic way possible? Are you fully leveraging your Chief of Staff to keep you out of the weeds? And do you have a trusted, outside resource from whom to seek guidance and input when you most need it?

VISIBILITY

Like it or not, your visibility has likely changed, both inside and outside your organization. There are more eyes on you and the stakes are higher. You're leading more initiatives, bigger initiatives, more often. Are you being thoughtful about where and how to increase your visibility? Are you putting the limelight to good use? And are you comfortable in the spotlight?

BUILDING A SELF-CORRECTING TEAMSM

The skills that got you elevated to a new role are likely not the same as those that will create your future success. Being in the weeds, fighting fires, overseeing every detail, will keep you from lifting your head and looking toward the horizon, which is where competitive advantage lies. Figure out how to delegate real responsibility to your direct reports and put guardrails and guidelines in place to ensure success. Delegation not only helps you, it galvanizes your team by distributing responsibility. And it's a critical part of building a Self-Correcting TeamSM, one that can function without you.

ASSUMPTION OF THE MANTLE OF LEADERSHIP

This might be the most important of the six factors because it is the foundation upon which the others rest. Are you able to be in your own skin and lead with comfort and confidence? Do you believe yourself capable of being in the new role? Do you demonstrate both openness and decisiveness? Do you communicate your ideas clearly, concisely, and effectively? Do you exhibit behavior that demonstrates that you are a leader in your own right? Able to inspire those around you and hold them to a high standard?



Sarah Levitt

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Bringing out the very best in the very best executives in the world

Just like outstanding athletes and musicians, exemplary leaders get that way because they decide that they want to perform at their optimum best, and then they seek out the knowledge, skills, and tools necessary to make that happen. They take charge of their own success. And magnificence.

For more information on working with me directly to accelerate your success in an elevated role:

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