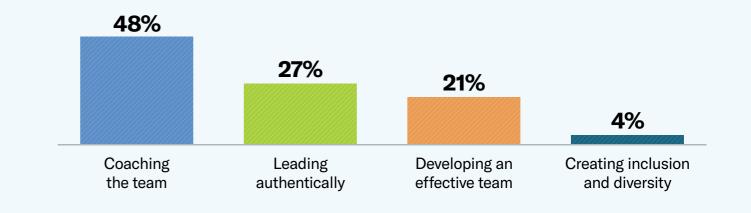


The Unique Needs of New Leaders

Harvard Business Publishing polled nearly 200 full-time employees across job levels on LinkedIn to understand the unique experiences first-time managers or frontline leaders face. Four themes emerged, confirming the need to support and develop new leaders.

Coaching people and leading authentically

What skill or capability would you say is most important for new frontline managers?





Leadership training

Which of the following do you believe is the most significant challenge for new first-time managers in your experience?



37% Lack of leadership training



29% Going from friend to manager





5% Connecting diverse employees



Balancing a new workload

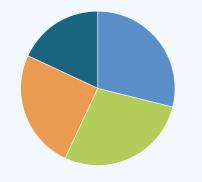




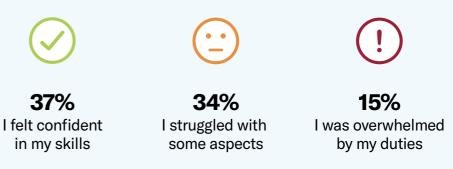


What best describes your experience as a first-time frontline leader or manager?

Which of the following challenges did you face as a first-time frontline leader or manager?



- 29% say "balancing my new workload"
- 28% say "leading people for the first time"
- 25% say "managing team conflicts"
- 18% say "communicating effectively"



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