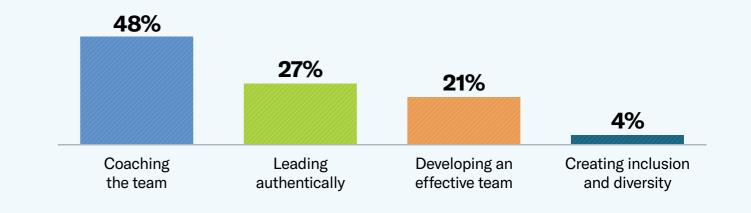


# The Unique Needs of New Leaders

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

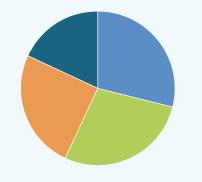




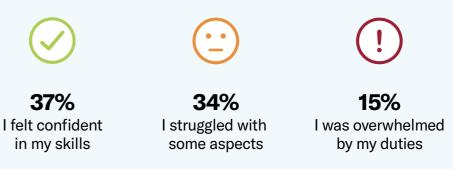


What best describes your experience as a first-time frontline leader or manager?

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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