

A NOTE FROM THE AUTHORS

Congratulations!

You are now the supervisor. The manager. The foreman. The boss.

Your role has changed and you are being asked to be a leader.

There is no better word to say than “Congratulations!”

You’ve probably heard it already. People have shaken your hand, patted you on the back, and told you “good luck.” This book is about what comes after those predictable responses. But we are getting ahead of ourselves. . . .

First Things First

There is plenty of time for us to talk about your next steps; discuss how to get better; answer all your questions; allay all of your fears; reduce your anxiety; build your confidence; and generally help you make a successful transition to supervision, management, leadership. But first you need to take a deep breath . . .

Relax . . . and claim the congratulations!

Chances are you fall into one of several groups right now.

- The “I’ve been planning for (expecting) this for a long time” group
- The “I really didn’t expect this” group
- The “I’m not really sure I wanted this” group
- The “I thought they’d give it to John” group

Whichever group you fall into, and whatever you are feeling now, you need to recognize that someone felt you could succeed in this new



role. Quiet the voice of self-doubt that says things like, “They only picked me because no one else would take it,” or similar thoughts. Your organization picked you because they believe you can succeed. They definitely want (and need) you to succeed.

Before we get into all of the specific principles, techniques, and ideas, we need to talk about *you and your belief in yourself*.

- Someone (or many people) think you can succeed—or you would not have the new role.
- Those who care most about you think you can succeed—and if you aren’t sure, just ask them.
- We believe you can succeed—because we believe that anyone can bring his or her unique strengths to the role and be successful.

Isn’t it great that others believe in you?

Yes, it is.

But it is more important that *you* believe in your ability to succeed.

So when we say congratulations, we are saying: congratulations on the opportunity to use your skills and experience as a starting point on your path toward becoming a remarkable supervisor/manager/leader.

You are embarking on perhaps the toughest professional transition you will ever make. Going from being an individual contributor to being the leader, especially when those you are now leading are your former peers (and perhaps your friends) is tough. Although we hope you are excited by this challenge (and if you aren’t you will be by the time you are done with this book), it isn’t going to be easy.

And since it isn’t going to be easy, it is extremely important that you bolster your belief in yourself.

However you feel about what is in front of you, remember that your confidence in your ability to succeed is important. We aren’t talking about an outward “of-course-I’m-a-rock-star” bravado, but a quiet, modest belief that while you may not get it right the first time, or every time, over time you can and will become a very successful (we’d say remarkable) supervisor/manager/leader.

The two most important building blocks for your success in the transition from Bud to Boss are the *desire to succeed* and the *belief that you can succeed*.

If you are reading these words we assume that you have a desire.





Having a belief and a confidence that you can be successful is just as important. We promise to do everything we can both inside and outside the confines of this book to build your skills and your confidence, but in the end you must own this belief.

And you must start now.

If your confidence and belief are a bit weak now, relax. And if you feel good about your prospects and your confidence is higher, smile.

Either way, rest assured that if you engage with us in the pages that follow, you will make a successful transition, and you will be on a path toward being a remarkable leader.

So congratulations on what has gotten you here.

And congratulations in advance for where you are going.

We are glad to join you on your journey.

