

From "Me" to "We:"
Are you ready to steer the ship?



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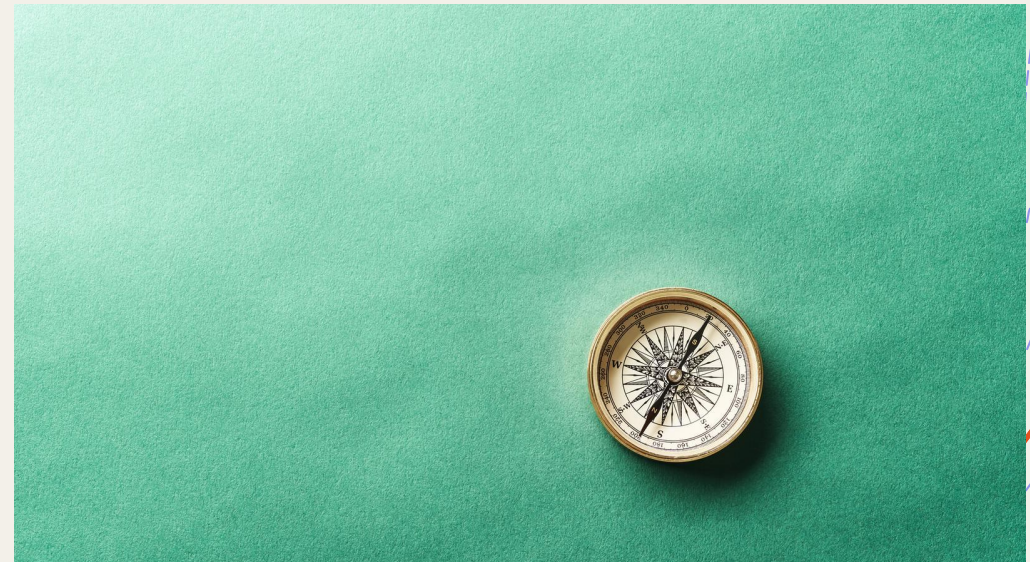
Dept of Economics

Introductions



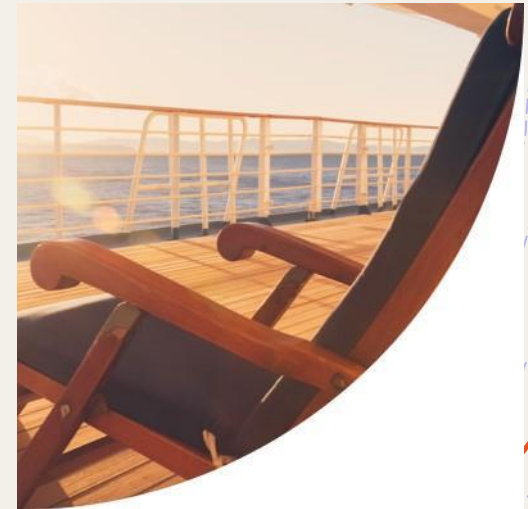
Agenda

- + Goal for Today
- + Benefits & Challenges of Being a People Manager
- + Table Activity
- + Worksheet Activity
- + Next Steps



Goal for Today (and a disclaimer)

Exercising emotional
self-awareness regarding
where you are on the
“Am I ready to supervise?” path



Benefits of Being a People Manager vs an Individual Contributor

- + Involvement in decision-making
- + Autonomy and control over your work
- + Collaborative work environment
- + Career advancement and development opportunities
- + Motivating Pay Incentives
- + (Our addition) Helping others become who they want to be

Challenges of Being a People Manager vs an Individual Contributor

- Unclear expectations (and competing priorities)
- Heavy workload & distractions at work (MANY meetings)
- Job stress & frustrations
- Less focus on manager strengths
- Frustrating performance reviews & systems

Influences

YOU GET A WORKSHEET!



Personal Reflection

Current and past supervisors

Characteristics you admire

Characteristics you possess



A photograph of a man and a woman sitting in armchairs, engaged in a conversation. The man, on the right, is older with grey hair and a beard, wearing a light-colored button-down shirt. He is smiling and gesturing with his hands while holding a pen. The woman, on the left, has curly hair and is wearing a green top. The background is a plain, light-colored wall. The image is overlaid with a semi-transparent grey layer and decorative white and orange wavy lines.

Share with a Partner

Reality

1)

Tolerance level
for meetings



2)

Default reaction
to conflict



3)

Comfort level
with giving others
the stage



4)

Comfort level
giving up control





5)

Building in time to learn about your identities and how the experiences you've had might shape your management lens

6)

Comfort level with
managing others in
ways you would prefer
NOT to be managed



7)

Comfort level with
NOT being friends
with your staff



8)

Comfort level
with
confidentiality



9) Comfort level
with being held
accountable for
the work others



Rhetorical questions

Go back and look at your answers:

+ Are you being truthful with yourself?

OR

+ Are you answering with the perception of what it means to be a good manager?

Next Steps


- + Test out some ideas
- + Where could you invest some time in developing yourself?

Next Steps

- + What's your 1st step?
- + What's your deadline?
- + Who will hold you accountable?

Final Thoughts

- + New people managers often feel incompetent & unsure of themselves at first
- + No one is ever “ready”
- + It’s not an irreversible career choice
- + Check out some of the articles we have collected



If at first you
don't succeed....
**YOU'RE
NORMAL!**

-Kid President



Thank You

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SCAN ME