



# MAKING THE TRANSITION FROM PEER TO MANAGER

Becoming the manager is an exciting transition, but it can also be challenging. This is especially true if you are now managing people who used to be your peers. In your new role, you need to establish credibility and authority, without acting like the promotion has gone to your head. How you walk this line will depend on your organization and your leadership style, but in this workshop you will learn some general rules and guidelines to make the transition smoother.

## SEMINAR TOPICS INCLUDE THE FOLLOWING:

- Establish your authority deftly
- Rethink what you delegate
- Communicate, communicate, communicate
- Re-enlist your (good) former peers
- Re-think your advice and counsel network
- Recognize that relationships have to change
- Reset expectations
- Expect a learning curve
- Cultivate a new peer group
- New role, new responsibilities
- Set clear boundaries from the start
- Be honest about what you don't know
- Don't think your way is the only right way
- Re-calibrate your previous personal relationships with co-workers
- Set the right tone
- Adjust expectations
- Establish ground rules on roles
- Establish authority with maturity and balance
- Remain professional
- When to be flexible and when to stand firm
- Build trust and gaining respect
- Establish direction, goals and objectives

**The seminar employs a balance of content and process and a blended approach to learning. This involves experience-based learning, brief lecture, and small and large group conversations. Methodologies are highly interactive and address different learning styles. Group process exercises and presentations are offered to maximize individual and group learning.**

### DATES:

**8:30 a.m.–4:00 p.m.**  
Monday, February 2, 2026

### LOCATION:

**Santa Fe Women's Club**  
1616 Old Pecos Trail, Santa Fe, NM

### COST: \$199

### SEMINAR INSTRUCTOR:

**David Markwardt** owns David Markwardt Consulting, LLC and is the facilitator for many programs in Santa Fe, including The Executive Leadership Institute, The Essentials for Supervisors Program, The Public Servant Emerging Leaders Program, and Santa Fe Chamber of Commerce's Leadership Santa Fe.

**For more information and to register, contact:**

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*Customized supervisor, leadership, and team building and other professional trainings are available upon request.*