



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

DATES (offered twice this fall):

8:30 a.m.–4:00 p.m.

Friday, September 5, 2025 or Friday, November 7, 2025

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.

