



THE LEADERSHIP LAB

FIRST-TIME LEADER NEWSLETTER

JUNE 2026 | ISSUE 01

The promotion was the easy part

Most people spend years working hard to earn a leadership position. They deliver results, solve problems, and consistently perform at a high level. Then one day, they get promoted.

It feels like a reward for all the hard work.

But many leaders quickly discover that getting promoted was the easy part. Leading people requires a completely different set of skills than being a top performer.

As I wrote in First-Time Leader:

"Leadership begins the moment you stop measuring your success by what you achieve and start measuring it by what your team achieves."

That shift changes everything.

From individual contributor to leader

One of the biggest challenges for new leaders is letting go of the work they used to do.

Many continue solving every problem and making every decision because that's what made them successful in the past. Unfortunately, this often creates a team that relies on them instead of growing independently.

The strongest leaders focus less on doing the work and more on developing the people doing the work.



Communication is your new superpower

Most leadership challenges can be traced back to a lack of clarity.

People need to understand what is expected of them, why it matters, and what success looks like. The more clearly you communicate, the fewer problems you will need to solve later.

Great leaders don't assume people understand.

They make sure they do.

Trust before results

Every leader wants results.

The best leaders understand that results are often a by-product of trust.

Your title may give you authority, but trust is earned through consistency, fairness, and keeping your word. When trust grows, performance usually follows.

Without trust, leadership becomes much harder than it needs to be.

One question to think about

The next time your team brings you a problem, ask yourself:

"Am I solving this for them, or am I helping them learn how to solve it themselves?"

The answer may reveal your biggest leadership opportunity.



| Your leadership challenge

Leadership is not about having all the answers.

It is about creating an environment where people can grow, contribute, and succeed.

The sooner you understand that your success is now measured through others, the faster your leadership journey will accelerate.

As I wrote in First-Time Leader:

"Your greatest achievement as a leader will never be what you accomplish alone. It will be what you help others achieve."

Leadership is not about having all the answers.

It is about creating an environment where people can grow, contribute, and succeed. The sooner you understand that your success is now measured through others, the faster your leadership journey will accelerate.

| Ready to learn more?

This is just one lesson from First-Time Leader.

📖 Purchase the book to discover the complete framework for building trust, communicating effectively, managing performance, and leading with confidence.

🚀 Join the Leadership Lab Coaching Program for practical leadership development, monthly coaching, and tools designed to help you succeed in your leadership journey.

Change Lives Daily

One interaction. One conversation. One leader at a time.

