

## Leadership

March 2018

Charlie Smith: Partner

### *Atlas Hugged*

"This way to your new office," she said, and turned and started down the hall. I hurried after her. About three-quarters of the way down the hall she ducked into a door and switched on the lights. None were needed because the room was full of sunshine and a stunning view of the city. "Jim will be by in a few, take you around to meet your team and then do lunch...welcome aboard," she smiled, shook my hand and left.

First day as the CEO of a medium-sized, social-sector organization. Nothing like it. Excitement, anticipation, hope and fear carried right there in your finger tips. They sought you. Today, you are a smiling Atlas in your best new suit. Today, they love you.

As you wait for Jim, your mind is swirling with ideas, questions and energy. You're eager to dive in, execute the mission and impress. Lunch? I'm ready to get started! I don't have time for lunch! And thus it starts. The beginning of the whirlwind.


New beginnings are great. Everyone has them, needs them in fact. I'm starting mine next week. After 25 years of doing one thing and a few weeks holiday, I'm starting my new beginning. I'll be looking for my Atlas, as I prepare for my first days.

Much has been written about starting new jobs in key leadership roles and how to navigate those first 100 days. I'm not going to give you the top ten most important first days tips. You can find those online from people far better equipped, but I will share a tip as someone who's had their fair share of new beginnings. Be humble.

This is the time to decide how you are going to show up. How you will impact the lives of those with whom you interact. Upstream, mid and downstream. If you are in a leadership role, it's time to consider how you will serve your team. How to establish followship and trust. If you are an individual contributor, it is a time to teach others, create relationships and determine how you will play team. In either role you will be deciding how you can have a positive impact so that all can win.

With great reward and authority come great responsibility. Broad shoulders and a humble heart are required. Atlas Hugged.

At Weber Group we bring over 50 years of global experience at developing world-class proven solutions to bring social-sector organisations forward to transformational change.



*"This is the time to decide how you are going to show up. How you will impact the lives of those with whom you interact... if you are in a leadership role it's time to consider how you will serve your team"*