



Coaching Challenge Emerging Leader

Larissa* was a first time manager, moving from an individual contributor role to managing a team and complex, time-sensitive projects for her new boss. Larissa was visibly overwhelmed by the demands of a bigger role and her confidence was fast eroding as she navigated this critical career transition. She was frantic and floundering four months into her role, manager training was unavailable, and the time and cost of reengaging in recruitment should she fail was just not acceptable.

At the urging of her boss, Larissa and I worked together for nine months, building her leadership mindset. We addressed her beliefs and anxieties about success and leadership, explored the behaviors and attributes of successful managers, and developed her vision for the leader she hoped to be. We worked on how to show up for her boss and her direct reports, and how to effectively sell and communicate her ideas and incorporate feedback to surpass her boss's and her own high expectations. Larissa's stress levels decreased as self-confidence and leadership acumen grew. Her

relationships and her supervisor's confidence in her grew, and she transitioned successfully into her management role. 🌀

**Name changed to protect client privacy.*



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