

# Shifting to Make the Move into Mid-Level Management

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# Learning Outcomes

- Webinar attendees will learn information on best practices and strategies to consider before making transition to mid-level management.
- Webinar attendees will understand the Manual Shift PRNDL Model when considering making transition to mid-level management.
- Webinar attendees will have opportunity to share their individual best practices and strategies.
- Webinar attendees will have opportunity to propose questions and have a researched response if immediate insight cannot be provided.



# While You Are in (P)ark...

- Prepare For Your Transition
  - Resume Updated? Transfer of Transferrable Skills?
  - Intentionality of Location Interest
  - Institution / Department Size
  - Details of Role Responsibility
  - Timeframe & Transparency
  - Know Your Why
- Imagine you are going on vacation, it is important to think about what you need to pack and prepare for your trip.



# While You Are in (R)everse...

- Research For Your Transition

- Financing Your Transition
  - Preparing for “self-sponsored” relocation fees
  - Costs of Off Campus Life
  - Distinctions of Transition Compensation
- Location Dynamics
- Institution / Department Mission, Vision, Values, Strategic Plan, & Current News Relevancy
- Know Your Needs
- Vacation Time & Policy Awareness



# While You Are in (N)eutral...

- Negotiations & Navigations

- Average versus Asked Salary & Benefits
- Start Date
- Package Benefits Provided
  - Temporary / Permanent Housing provided
  - Financial Factors (expense account, professional development funding , etc.)
  - Relocation Included
  - Compensation Calendar (Monthly or Bi-Weekly)



# While You Are in (D)rive...

- Demonstration of Pre-Position Experience

- Current Role Alignment
- Current Role Differences
- Extended / External Opportunities
- Mid-Level Manager Shadow Mentorship
- Delegation as Higher Priority
- Development of Self Versus Development of Supervisees



# While You Are in (L)ow Drive...

- Leadership Development & Leadership Adaptation
- Bridge Between Learning Flexibility and Learning Vulnerability
- Understanding your leadership style and your supervision style
- Leading from the front and the rear





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Questions, Answers, Comments?





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REGIONAL CONFERENCE CALL  
WEDNESDAY, NOVEMBER 15<sup>TH</sup> | 1:00 PM EST

