

Managers Need Help Too

It's finally happened. You're thirty something and you've been promoted to your first management position. Your staff includes a few Baby Boomers, a few people your own age, and a couple of college students you hear are called "Generation Y." You feel like you're in a very



strange place...supervising people old enough to be your parents, people who have been your friends for the past 6 years, and people you feel like you could have been babysitting at one time.

You can remember the grumbling in the work room before you were promoted..."What's the matter with kids today?" The older workers didn't really seem to understand the college students. Your predecessor retired fairly suddenly due to chronic illness, and you've had no real preparation for being a supervisor.

You have questions about how to best work with your staff so they transition well under your management. You don't really have a "job performance issue" on any one member of your staff; you just need someone to talk to that can give you a little advice on how best to proceed with your new duties.

New managers don't always receive training for all the situations they face. Through First Sun EAP you have a private consultant you can talk to anytime to listen to your concerns and help you plan for success.

First Sun EAP has dedicated organizational consultants available to assist you with these issues. You can call any time for a free confidential consultation to discuss these or any workplace issues that affect the performance of your associates toll free at **1-800-968-8143** or in Greater Columbia, **(803) 376-2668**.

For more information on this topic as well as the other benefits you receive from First Sun EAP, please see our website at: www.firstsuneap.com.