

BUD

TO



BOSS

Tips for Talking to Your Friends After Your Promotion

TIPS FOR TALKING TO YOUR FRIENDS AFTER YOUR PROMOTION

by Kevin Eikenberry

You've gotten the promotion and now you are in the position of leading, supervising, and even giving performance feedback to a friend or friends, perhaps really good ones. At some point after the promotion, you realize that as great as the new job is, it is going to impact these relationships.

The impact may be small; it may be catastrophic. This brief Bonus Byte is designed to help you have a conversation with your friends, to set up a situation that will minimize the risk to your relationships while recognizing that they have changed.

Here are three steps to hopefully help this process be more productive and helpful:

1. Resolve to have the conversation
2. Plan for the conversation
3. Remain focused during the conversation

Resolve to Have the Conversation

While your mileage may vary, in our experience many times your friends don't want to talk about your relationship post-promotion. The reasons could be many including:

- They don't think it will be a big change.
- They are jealous of your promotion and don't want to talk about it.
- They are afraid of what will happen.
- They are in denial.

This is a purposefully short list, meant to spur your thinking and to make you aware that people may not want to talk about changes to your relationship!

Recognize that timing also is important. You don't likely want to have this conversation the day you've been promoted, or even the day you move into your new role. In those cases, perhaps neither of you is ready for those conversations. But don't wait too long. The longer you wait, the more likely a problem might occur or a misunderstanding might develop.

If you have been in your role for awhile and that hasn't happened yet, great! Even if there have been fractures in the relationship, having the conversation gives you a chance to revive and renew the relationship.

Plan for the Conversation

This may not be a simple or fun conversation, at least at the start, so some planning would be a good idea. Consider things like:

- **Deciding where to meet.** You will figure out the best place, but a coffee shop, the lunch room or office might not be the best places.
- **Anticipating what is going on for them.** What emotions do you think they have? The conversation will uncover them for real, and it's better to be thinking about that up front. In short, there are emotions that need to be a key part of the conversation, even if they are mostly positive.
- **Think about your needs and expectations for the working part of your relationship.** Know what you need and what you think is best. Figuring that out “on the fly” won't serve either of you best.
- **Think about boundaries.** One way to frame the conversation might be to talk about boundaries and agreements. How often will we eat lunch together; what topics are fair to talk about or not; what kinds of requests are out of bounds? These are all things to think about before the start of the conversation.

Remain Focused During the Conversation

While planning is important, your focus and behavior during the conversation is the way you will most influence the outcome – positively or negatively. Here are some things to consider:

- **Be honest.** Enough said.
- **Let them talk.** You won't learn much or create the environment you want if you do all the talking. Besides, if you do all the talking, a cynical friend might think you've taken too completely to your “boss” role.
- **Listen.** Let them talk and please pay attention to what they are saying. Get rid of the distractions and listen.
- **Be empathetic.** Stay out of defensive mode. Some of the things they may share may hurt. Focus on their emotions and where they are.
- **Focus on the future.** The future is the only thing either of you can change, so make that your focus. There will be emotion about the past, perhaps a sense of loss. Discuss that, and then move on and talk about how your relationship, even if slightly different, can still be a great one in the future.

Nothing here is a guarantee – relationships are made up of complex factors (people, situations, past experiences and much more). Use this tool as it is meant – as a tool to help you plan for and participate in conversation with friends to preserve and maintain your relationships after the changes caused by your promotion to leadership.

Good luck!

ABOUT BUD TO BOSS

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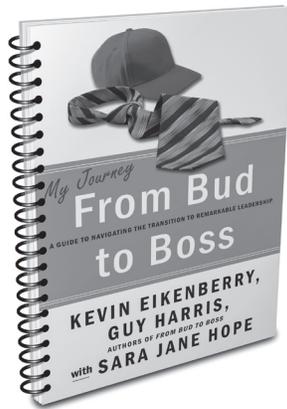
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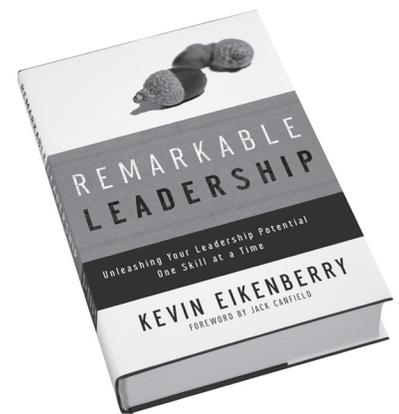


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A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

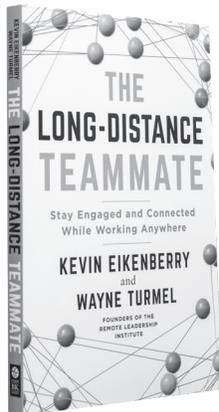
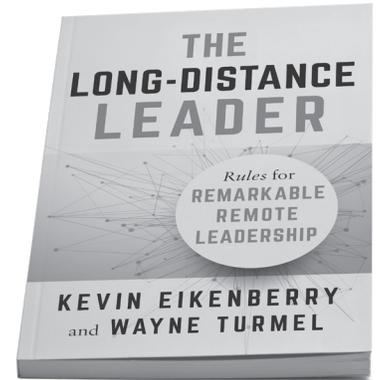
Remarkable Leadership

is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

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