

## HOW TO DEAL WITH A CHANGE OF MANAGEMENT

**There are times in the life of any business or organisation when senior management roles will change or a new owner of the business takes over. This can often prompt a significant shift for the workforce as new personalities come on board, cultural changes filter through or even a new mission or purpose for the business is adopted.**

Employers and management have a responsibility to create a supportive and inclusive environment, but it's up to staff or employees to approach the new management in good faith too.

### *Tips for dealing with new management*

- **Start the relationship with trust and goodwill.** This will make it easier to warm to one another and establish a positive and productive working relationship that can be sustained for the long-term.
- **Introduce yourself early,** don't wait for the manager to get around to you. While most new managers will introduce themselves to staff in a group context early on, it can take time for them to get around to people and speak one-on-one. You can make a positive early impression by reaching out to them and introducing yourself and welcoming them to the organisation.
- **Don't feel shy or nervous to offer some help;** remember that the new boss is transitioning into a new role and they would be happy to receive support from their new colleagues and employees.
- **Refrain from telling the new manager that "our previous boss did it this way",** or words to that effect. The comparison won't be welcome and probably isn't all that helpful, even if it your honest opinion or you're trying to be helpful. Unwittingly, you could prompt the new boss to be biased against you if their early experience of working with you is that you're quick to criticise them. The best thing to do is offer support and cooperation with their new way of working and show that you are willing to give the new method a try before complaining.
- If you have a flexible working arrangement or you work from home, **communicate early and often with your new boss about your schedule and your workload.** They should not need to be looking for you or wondering what you're up to, or caught short when you need to finish work early.
- **Communication is the key to all successful relations.** Give some thought to your own communication style and your supervisor's stated or demonstrated preference for communication methods. Your new boss may prefer more face-to-face meetings as opposed to email communication (or the other way round). Take time to either assess their working style or just ask about their preference. Sometimes, managers or employees will conduct some work communication via text message. Both sides should be careful to make sure this doesn't stray into inappropriate hours. Whereas someone can easily ignore emails after-hours, sending someone a text message late at night or on a weekend forces them to engage with your message immediately and can be seen as pushy or inappropriate.
- **There's no need to go out of your the way to "impress" your new boss** (your work and performance should speak for itself) but don't be shy or timid to inform them of your achievements or to demonstrate your expertise and skill in a way which is constructive, collegial and which shows that you work cooperatively with your colleagues. Make sure that the shared achievements of your team are presented fairly.

