

# Making the most of your role as a young manager

By **Daniel Nikolla** (*pictured*), marketing manager at Hardy Signs and Generation Next vice-chair of the board

Being a young manager is fun, rewarding and a great challenge. It is fun because you're constantly seeing and experiencing things you never thought about before or you had only read about on Instagram, LinkedIn and so on. It is rewarding because you move ahead 10-times as fast as your friends. It is a great challenge because you are given a lot of entrepreneurial freedom, responsibilities and added accountability.

You are trusted to not just manage yourself and your workload, but also a team of people you should help grow. By helping them progress and creating the right processes, you have enabled your team and organisation to experience growth. This is what I have been trying to achieve at Hardy Signs.

Being a young manager means releasing more happy hormones, dopamine. It is essential to enjoy the journey and receive a lot of pleasure from the challenges that come with it. Some people are naturally equipped with a stronger sense of will, confidence and mental abilities.

**Some of the early challenges when stepping up to management include:**

**1. Courage and confidence:** Say yes, then figure it out

- 2. Scared of not knowing everything:** You don't need to, it's all about attitude and energy
- 3. New vs old:** You are promoted because you are valuable, so go and challenge traditional approaches
- 4. Maintaining focus:** It's easier to get distracted nowadays, focus on your end goal
- 5. Earning trust:** It happens in the end, just keep practising point four
- 6. Mental ability:** Learn to handle difficult conversations and situations.

**Indeed, I had to go through these hurdles myself. What worked for me was:**

- I made allies horizontally across the business but persistently kept lobbying vertically through my work
- Found funded opportunities or membership organisations to support my team's ideas and energy
- Encouraged myself and my team to network
- Measured everything I do, and used my work and relevant data to justify what works
- Anything that isn't measured is impossible to justify and develop
- Put in 110% every day and constantly work towards achieving smart working ways.



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**Senior colleagues and business leaders can help. Just ask them to:**

- Spend time mentoring the youth
- Lead by example
- Look out for courses that will develop young talent
- Make business KPIs simple to understand
- Back up decision-making by data
- Allow entrepreneurial freedom and be flexible

Generation Next can be one of your closest allies in this journey. One of the ways it could help is through the mentoring scheme, which connects the network's members with relevant senior leaders to learn business secrets that will fast-track your development. Ninety minutes

with a mentor each month will teach you more than what the job does in a year.

Networking is the central part of the offering as it could be where you meet your next colleague, employer, employee, mentor or even customer.

The annual awards, which have just launched for 2022, are a great way to benchmark your achievements and celebrate hard work.

Last but not least, a membership guarantees access to learning material and other smart information. These resources would ultimately help young business leaders succeed in their professional life.



## Consultancy among top local employers

**RSM UK has been ranked among the top 10 employers in the East Midlands by Best Companies.**

At its first time of entering, the audit, tax and consulting firm achieved 10th place for the region in the Q1 2022 listing, which represents the industry standard in identifying the UK's leading employers.

The company was recognised for creating an "environment where people feel confident they can progress as far as their talents, hard work and application take them", as well as a "culture of listening" in which employees are empowered to bring their unique perspectives to work each day.

Kevin Harris (*pictured*), office managing partner for RSM Leicester, said: "I'm thrilled to see RSM East Midlands achieve top 10 status as an employer in the region. The past two years have been an extremely

challenging period for everyone, and our priority as a firm has been the wellbeing of our people, ensuring everyone feels supported, listened to, and valued."

Nationally, RSM UK – which has 3,660 partners and staff operating from 32 locations across the country – was named as an "outstanding organisation to work for" by Best Companies and was propelled straight to a "two-star" accreditation, the second highest standard of workplace engagement.

It was also named the UK's sixth best "big company to work for" in the national league table for Q1 2022.

Rob Donaldson, CEO of RSM UK, added: "We want to be seen as the place where people of all backgrounds can be themselves, thrive and build a career."