



Featured Article: Disadvantages of Internally Promoted Managers Who Were Not Setup for Success!

This month, We take a deep dive into Internally promoted managers who were not properly trained by their organizations or equipped with the necessary skills for managing teams.

This can be particularly painful and true for those promoted from within, because they've just come from the front lines where they were relied upon and accustomed to constant '**fire fighting**'. If the organizational strategy for **succession planning** and **promotion** didn't prepare them properly beforehand this will most certainly lead to road blocks / delays that prevent the new manager from learning /settling into their new role. Statistics have shown that this is especially true for recently promoted individual contributors with years of technical knowledge /experience who are now serving as the new manager, because they will instinctively run to the immediate aid of their supervisors or staff members whenever a problem arises and it is perceived they're in need of assistance.

Often times this **behavior** is due to the sense of accomplishment and the satisfaction the new manager receives in return from a '**quick win**'. IF we are all honest with ourselves, it is far more exhilarating fighting fires than it is just determining the cause or source of the fire. Plus is there anything better for team morale than having the Boss jump right into the trenches and fight alongside you?

Solving problems is important, But if continuous learning is to persist in any organization, managers and team members must look inward to critically self reflect on their own behaviors and how they may inadvertently contribute to organizational problems or weaknesses.

See Page 2 for conclusion

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This month, our manager focus topic is on staying in Your Lane & Keeping your eyes focused on the 'Big Picture'



SYSTEMATIC

UPCOMING EVENTS

Primavera P6 Workshop

We will be hosting a FREE 2 Hour Demo on using Primavera P6 software and proper reporting during project implementation phase. Plus dont miss a informative Panel Discussion on Scheduling Basics at our Facility on Monday April 6th, 2026 from 1PM-3PM U.S. Eastern/Standard Time Zone. Seating is limited, so please reserve your spot today 330-303-9901

What is complacency

Check out our most recent Case study Published On 'Leadership Complacency' and Knowing the signs





Take Action Now

If this article describes your current situation, Here are a few **questions** that you may want to ask yourself: **1)** ARE all those emergencies true emergencies ? **AND 2)** By you stepping in every time there is a problem are you empowering your team and staff to handle complex challenges on their own? or are you preventing their own development ? **3)** If you the new manager are always busy fighting fires, then who is thinking strategically or addressing long range plans for your department? This fire-fighting behavior will not only delay your own personal development as the new manager, but it will also impact and delay the development of your team and those who report to you.

TIPS: To correct this behavior perform a **self assessment** which will enable you to gain understanding and develop a strategy for not falling into old habits. Also work with a mentor or industry peer who can provide additional insights and support during your transition. Lastly schedule some "Just In Time Training" which can provide new managers the competencies /skills they need for a successful transition into their new role. Want more useful tips like this or to learn about Systematic leadership courses available, then subscribe to our monthly newsletter. **#Systematicsvcs**

Did you know?

The continued relevance of oil and gas provides an opportunity for the industry to scale new nuclear energy power sources.

The closely related petrochemical industry's involvement with the nuclear energy industry dates back to World War II when DuPont was selected by U.S. Military as part of the Manhattan Project to design, construct, and operate Hanford Engineer Works f

The Phillips Petroleum Company was instrumental in the design and operation of some of the country's first test reactors, including the Advanced Test Reactor, which continues to function as a critical irradiation test bed for nuclear fuels and materials. Considering this experience, it is no surprise that today's oil and gas industry is actively evaluating how best to integrate nuclear energy into its operations.

Systematic Safety Performance

Thank you to everyone in the Systematic family for their hard work, dedication, and commitment to safety, we wanted to acknowledge the team's unwavering focus on maintaining a safe work environment, ensuring the well-being of our employees during the move in phase of our facility. We take immense pride in having a team that prioritizes safety above all else.

"Learning requires humility and self-awareness that Ego destroys, feedback is fuel for growth, not an insult to your identity or worth"