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# FROM PEER TO LEADER

THE BE MORE GUIDE FOR NEWLY PROMOTED  
SUPERVISORS

Practical lessons and honest insights for  
your first leadership journey



# FROM PEER TO LEADER: THE BE MORE GUIDE FOR NEWLY PROMOTED SUPERVISORS

Practical lessons, real stories, and honest insights for your first leadership voyage.

## Welcome Aboard Your First Leadership Voyage

Congratulations - you've just been promoted! Someone noticed your potential, your work ethic, and your calm under pressure and felt that you were ready for the next level. It's exciting, right? But even as you celebrate with peers and friends, there's another feeling that is slowly creeping to the surface - one of uncertainty about yourself as a supervisor.

You're no longer just part of the team - you're now it's leader. And that, my friend, changes everything.

Leadership at sea is a unique challenge. You're not just managing tasks - you're managing people who live and work together in tight quarters, under pressure, across several lines of 'difference' that makes simple communication difficult - in a diverse, multicultural environment. It's thrilling, humbling, and sometimes lonely.

But it's also where real leadership begins - not in the title, but in the transition. Your entry into the first of (hopefully) many leadership roles doesn't mean that you have to become someone else, it means that you have the opportunity to grow into your potential and become the best person you can be - with greater awareness, empathy, and courage.

## The Hardest Step Up

No one tells you how different it feels. You walk onto the same deck, into the same mess room - but the energy shifts. You're being watched, measured, and sometimes tested. Some will cheer you on whilst others may hesitate to trust you. Try not to take it personally - it's human nature. Your team isn't looking for perfection; they're looking to see how steady you are in your new role. They're curious to see how the same person who laughed with them yesterday will lead them today. Every word now carries weight; every reaction tells a story. Your task? To lead with fairness, stay grounded, and build trust one consistent action at a time.



## The Emotional Imbalance

There's a loneliness that comes with leadership, especially when you've been promoted from within your peer group. You're not part of the team anymore, but you're not quite 'management' yet. You're not quite part of the team anymore, but you're not really 'management'

It's an emotional tightrope and you'll often second-guess yourself. You'll feel that your every move is being watched, and you'll fear making the wrong call. But with time you'll realize that this discomfort is part of the growth. Confidence doesn't come before leadership - it comes from leadership. And true confidence isn't loud - it's quiet, steady, and built through moments of self-reflection, self-discovery and learning.

## Your First Leadership Check-In

Take a breath. Reflect:

- What excites you most about leading others?
  - What scares you the most?
- How will you remind yourself to stay human as you lead?

Write it down. Think of these not as goals, but as your anchors to help keep you steady as you navigate these new waters.

## What This Guide Will Give You

Inside From Peer to Leader, you'll find:

- ✓ Reflection prompts and mini 'leadership check-ins' after every chapter
- ✓ Real-world scripts and conversation starters for tricky moments
- ✓ Emotional intelligence tips to steady yourself under pressure
- ✓ Practical tools to help you lead friends, peers, and diverse teams
- ✓ Lessons that balance heart, courage, and results

## Ready to Take the Helm?

Leadership isn't about knowing it all. It's about showing up - brave, kind, and real, even when you feel unsure of what to say or do. Step into your leadership journey with confidence and curiosity. The seas ahead may be unpredictable, and often rough - but with awareness, empathy, and courage, you'll find your rhythm and earn your leadership stripes.

Because leadership isn't something you step into...it's something you grow into.



Download the full eBook today and begin your leadership voyage from Peer to Leader - the Be More way.  
Available to purchase from November 15.

**PURCHASE NOW**

