

# Your best engineer is now a manager. Here is what it costs to leave that to chance, and what changes when you do not.

The skills that earned someone a promotion into management are not the skills the role demands. A coach closes that gap with lived experience, not a fixed curriculum, so the investment you have already made in them pays off for their team and for you.

## ● THE PROBLEM

### Bridging the experience gap

Formal training rarely covers the situations a new manager actually faces: a difficult one-to-one, a delegation that goes wrong, a decision made under pressure with no one to check it against. A coach offers practical, lived experience of exactly that, not theory.

## ● WHAT CHANGES

### What coaching actually does

- Personalised guidance on the specific challenges and leadership style in front of them, not a generic template.
- Faster skill development in communication, delegation and conflict resolution.
- A confidential sounding board for the difficult calls, leading to steadier decisions under pressure.
- Less self-doubt, more consistency, and a leadership presence that holds up under pressure.

## ● THE COST OF LEAVING IT TO CHANCE

### What a struggling first-time manager costs

It rarely shows up on a budget line. It shows up as one-to-ones that quietly stop happening, delegation that swings between doing everything and losing sight of the work, delivery that slows, and you being pulled back into decisions you had already handed over. None of that is visible in a spreadsheet, but all of it has a cost: your time, the team's trust, and habits that are far harder to unlearn once they have set in.

#### One to one

Built around the manager's real situations, not a fixed syllabus.

#### Confidential

What is discussed stays between coach and manager. You see themes and progress, never a report card.

#### Flexible formats

From a single ad-hoc session to an embedded, multi-month rhythm.

#### Easy to start

A free, no-obligation conversation to check the fit before anything is agreed.

## ● WAYS TO WORK TOGETHER

| FORMAT                          | BEST WHEN                                                                                                                                                                                                            |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ad-hoc advisory session</b>  | A brainstorm or a second opinion on one specific issue                                                                                                                                                               |
| <b>Focused coaching sprint</b>  | A new manager needs a strong start, 4–6 weeks                                                                                                                                                                        |
| <b>Embedded advisory rhythm</b> | Sustained change over 3–6 months                                                                                                                                                                                     |
| <b>Team-system review</b>       | A team is busy but blocked and you need to see why. We'll conduct workshops, interview stakeholders and help get to the root-cause of any issues, then get back to you with a report and recommendations to discuss. |

Prices are indicative and can be discussed during an introductory conversation — see current rates at [pembi.net/for-engineering-leaders](https://pembi.net/for-engineering-leaders).

## Ready to talk it through?

Book a free introductory conversation, no charge, no obligation.

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