Individuals without knowledge of the fundamentals of leadership are easily overwhelmed by their new job. They can't deal with everything going on in their external environment because they are struggling just to stay afloat.

These new leaders may have passion, but they don’t know how to hire, how to read a budget or manage finances, or how to fire. They are so busy just trying to survive that they don’t have a chance to understand and learn what makes their internal environment tick, much less adapt to a changing external environment.

The fundamentals of leadership can provide managers with the foundation they need to be successful. We owe it to our leaders to train them in basic leadership skills.

Leaders must be skilled in:

- Running effective meetings
- Managing financial resources
- Answering tough questions so as to not create a “we/they” culture (compensation including salaries)
- Selection of talent
- Development of talent
- Critical thinking
- De-selection
- **Understanding the external environment**
- Managing up the positive, the solution, and the decision