



Dr. AZ Habtewold

Your Next Guest Speaker-Blogger-Interviewee



Dr. Assegid Habtewold, known as “AZ,” is the author of ‘Overcoming 1st Timer Syndrome: 11 antidotes to thrive beyond first-time leadership pitfalls’, which became Amazon’s #1 bestseller within the first week of its publication on August 26th, 2021. The book empowers first-time supervisors, team leaders, project managers, and new business owners to make a smooth transition and excel in their new leadership roles from the get-go. The book offers the latest insights, practical models, tools, approaches, strategies, and tactics first-timers can use right away to overcome the syndrome and thrive from the start. You can invite Dr. AZ as your next guest speaker, blogger, and interviewee. Below are the top 3 topics from the book he has been asked to speak frequently:

1 Smooth Transition

Everything 1st is scary, and leadership isn’t an exception. Becoming a new supervisor or manager, or executive isn’t an easy task. In this presentation, Dr. AZ talks about 1st timer syndrome and why it occurs; how to overcome it quickly; the mind-set, skill-set, and character-set first timers should develop right way; and how senior leaders and HR departments should support 1st timers to make a smooth transition and excel in their first-time leadership roles.

2 Feedback Giving

Delivering quick results boosts first-timers’ confidence & generates confidence in others. Mastering giving feedback consistently without waiting until the annual performance appraisal is the gateway to continually improving the productivity of one’s team. Dr. AZ shares the 3 types of feedback; where they are relevant; how to give effective feedback that delivers results; & how to create a pro feedback culture.

3 Set Expectations

Setting and clarifying expectations with key stakeholders from the get-go enables 1st timers to start their new role with the right foot. One way to do so is by sharing one’s leadership philosophy from the start. In this presentation, Dr. AZ shares the importance of articulating one’s leadership philosophy; the most important elements to incorporate; how to communicate; and follow through with one’s leadership philosophy.

PROGRAMS

Beside transition programs for your new supervisors, managers & executives, Dr. AZ can design customized leadership development programs for your leaders at various stages:

- 1. Emerging Leaders** program for supervisors, project managers, and team leaders.
- 2. Middle Leaders** program for managers.
- 3. Senior Leaders** program for executives.

Note: These programs can be delivered 1 or 2 days per month (week) for six months (weeks). He will work with you to custom design the right programs.

BLOG POSTS

Invite Dr. AZ to be your next guest blogger for your website and/or newsletter. Below are the three readily available blog titles:

- **Make a smooth transition & excel at your 1st time leadership role**
- **Provide performance-driven feedback to deliver quickly**
- **Set & clarify your expectations by sharing your leadership philosophy right away**

Of course, he will customize each blog to meet your needs. Click the link below to check out the outline of the book if you would like blog posts based on other topics covered in the book:

<https://www.successpws.com/overcoming-1st-timer-syndrome-outline>

Suggested questions for interview:

- Why does empowering 1st-timers matter to an organization?
- What are the impacts of the syndrome on individual new leaders and on the greater organization?
- How can first-timers overcome or at least mitigate the impacts of the syndrome within a short period of time?
- What should be the roles of experienced leaders, mentors, and coaches to assist their 1st-timers overcome the syndrome quickly?
- Are there processes and programs that should be in place by organizations (human resource departments) to support their first-timers make a smooth transition and excel in their new leadership roles?

“You’re more than ready to take your leadership to the next height, and I’m here to support you make a smooth transition and excel at your new role.” ~ Dr. AZ

BIOGRAPHY

Dr. AZ had been affected by 1st timer syndrome multiple times without even knowing its existence, let alone to do something about it proactively. He experienced the syndrome when he was a youth and a student leader in the 90s while still in Ethiopia. He had the same struggle in early 2000 when he was leading a research team in the rural parts of Ethiopia, working for an international research institute in Addis Ababa.

In 2005, AZ moved to the US to pursue his master’s in computer science and then worked as a software engineer for a multinational corporation. In 2007, he quit his job and decided to become learning professional. And yet again, as a new learning professional, he experienced 1st timer syndrome. It took him months to successfully transition from being an IT guy working behind a desk to standing in front of people to provide training for the first time.

Likewise, in 2010, as a new entrepreneur, AZ struggled as he was making a shift from being a solo trainer to owning a business for the first time. Once again, the transition took him longer than he expected, and he experienced many unnecessary setbacks that could have been avoided.

Looking back retrospectively, he could have overcome the impacts of the syndrome or at least lessened its impact on

his health, performance, relationships, and overall wellbeing of the teams he was leading and the organizations he served if he knew about the syndrome’s existence and had a proper support system.

AZ began the journey to empower 1st-timers accidentally. He was working for a national seminar company that allowed him to conduct public seminars and onsite workshops for some smart organizations committed to empowering their new supervisors and managers to make a smooth transition and thrive beyond first-time leadership pitfalls. It was an eye-opener. That was when he realized the existence of the syndrome. But it took him some years before he determined to write a book and design follow-up transition programs to empower new supervisors, managers, and executives.

Dr. AZ has been designing and delivering leadership development programs for emerging, middle, and senior leaders for government agencies, corporations, and community organizations in the US and overseas. He has a Doctor of Veterinary Medicine degree, a Masters in Computer Science, and a Doctorate in Strategic Leadership. He wrote 6 books. AZ also produces a talk show called Pick Yourself Up, which airs on MMCTV channel 16.

PUBLICATIONS

Below are the 6 books Dr. AZ has published so far:

1. **Redefining Leadership**
2. **The 9 Cardinal Building Blocks for Continued Success in Leadership**
3. **Soft Skills That Make or Break Your Success**
4. **The Highest Level of Greatness**
5. **Unchain Your Greatness**
6. **Overcoming 1st Timer Syndrome**

The books are available on Amazon...

SERVICES

Dr. AZ offers the following services for new supervisors, managers, and executives in order to empower them to make a smooth transition and excel at their new leadership roles.

- **Presentations** for your events
- **One-on-one and Group Coaching**
- **Consulting** to help you create, nurture, and leverage a unique & robust culture for a competitive edge
- **Programs** for emerging, middle, and senior leaders

Go to our website www.successpws.com to learn more about the available services.

CLIENTS

Dr. AZ, is committed to inspire, equip, and empower new supervisors, managers, and executives to make a smooth transition and excel at their new leadership roles. He is also passionate about helping organizations create, nurture, and leverage a unique and robust corporate culture for a competitive edge. His clients include but not limited to:

- **Science and Research institutions**
- **IT and Tech businesses**
- **Manufacturing companies**
- **Private Foundations and Development agencies**
- **Youth, Women, and Minority groups**
- **Associations of these organizations**

CONTACT INFORMATION

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