Walking the Leadership Ledge

The "New" Leaders' Guide to Building Resilience and Confidence at Every Step
By Tess Fyalka

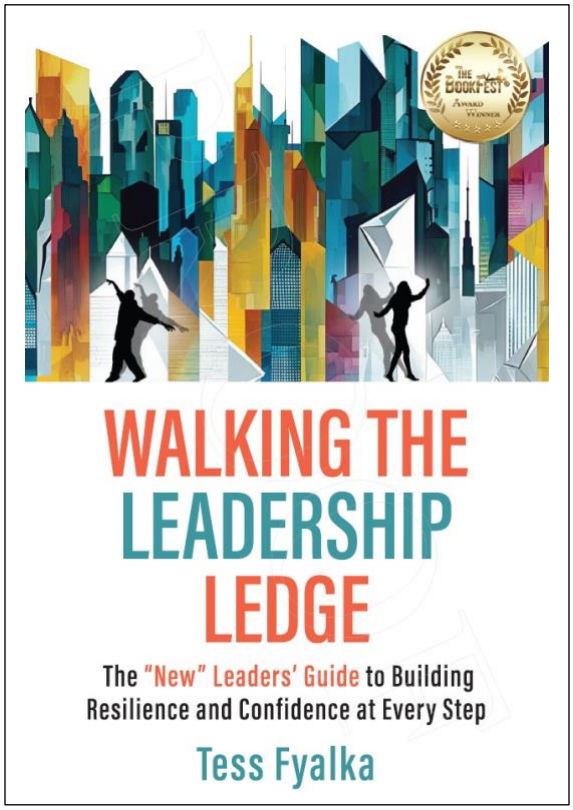
Heading off the Shortcomings That Trip Up New Managers
On Their Way to Creating & Melding a Happy and Productive Self-Motivated Team

Help is On the Way! Overcoming that Resistance to Having That "Difficult Conversation" With a Staff Member

Winner of 3 first-place 2025 BookFest Awards

Have you recently been promoted to a new leadership role, thanks to your stellar individual performance as an employee?

Are you finding that the skill set that served you so well as a standout staff member is woefully inadequate for your new role at managing people and a unified team designed to fulfill a corporate objective—PEACEFULLY AND EFFECTIVELY?



Are you experiencing moments of panic over possibly falling short and disappointing your bosses? Do you fear not knowing the answers you think you should know? Are you frustrated with your team because they are NOT doing the job the way you want? Are team members backbiting each other and undermining progress? And most importantly, are you resisting the need to have that "difficult" conversation with one of your team because 1) you hate conflict, 2) fear losing their friendship and admiration 3) afraid of what will happen when you have to correct the performance of someone who used to be your peer?

If so, you are ready for Tess Fyalka's ***Walking the Leadership Ledge: The "New" Leaders' Guide to Building Resilience and Confidence at Every Step.***

These responses above are just some of the typical missteps of a *new* leader who has risen to a leadership role recently or even within a year or so ago. This book will give you an array of practical tools to transform your ability to cut through challenging team dynamics and manage them effectively to maximum high-performance success – while doing it with minimum disruption or ***loss of sanity***.

Tess is a highly acclaimed leadership development coach, corporate trainer, speaker and author. In the book, she provides a step-by-step guide to not just surviving but thriving in your new role! With humor and sensitivity, she tackles what to do when thrown into the deep end without a lifejacket.

You'll learn about your management style—what serves you and what doesn't. The "being" and "doing" of leadership—creating a culture that unifies, motivates and inspires your team, and drives their personal growth—while achieving or exceeding the company's goals.

Tess shows you:

- What are the 7 communication styles that will derail you and send you over the leadership ledge, and consequently, what you must do to communicate clearly and impactfully to build engaged relationships.
- How to eliminate turnover by installing Tess's step-by-step onboarding system that sets up your team members for success— providing a "pathway to proficiency."
- The exact steps to manage your emotions and deliver that "course correction" to an employee in a way that sustains respect for you and feels respectful, guiding and encouraging for them.
- The means to orchestrate a "Team Alignment Pact" which articulates the team's core purpose, the culture and pre-agreed-upon steps to address dysfunction.
- The ideal ways to "delengage"—delegate things off your plate through engaging your staff in the process that feeds their growth and rescues you from burnout.

- How to guide your team members with a personal plan in increments for their next year and beyond that plays to their strengths, improves their weaknesses and establishes a path for their professional growth and advancement.

Tess cites many personal stories of her clients and the challenges they faced—stories with which you might very well identify. But mostly, the guidance she offers will provide not only competency at leadership, but confidence, comfort and courage—not to mention peace for everyone on the team—especially you! These lifelong skills will pave your way to ascending the corporate ladder happily -- instead of tumbling off the leadership ledge!

Tess Fyalka, founder of Angle Coaching and Communication, has worked with leaders in multiple industries. Her passion is helping leaders at all levels develop the essential core competencies to lead successfully and equipping organizational teams with the tools they need to cut through challenging team dynamics and achieve their full potential. That's also why she is a sought-after speaker. Learn more at www.walkingtheleadershipledge.com.

Tess Fyalka's ***Walking the Leadership Ledge: The "New" Leaders' Guide to Building Resilience and Confidence at Every Step*** is available from Amazon.com for $17.99.

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WALKING THE LEADERSHIP LEDGE

Tess Fyalka
Biography

Tess Fyalka (Fee-al-kuh) is an award-winning author, leadership development coach, team coach, corporate trainer, and speaker. She brings more than 25 years' experience in leadership, management, corporate training, and organizational development.

She is the author of the recently released book ***Walking the Leadership Ledge; The "New" Leaders Guide to Building Resilience and Confidence at Every Step***. (www.walkingtheleadershipledge.com).

The book earned early recognition generating three first place fall 2025 BookFest Awards in the Business Leadership categories of Leadership & Management, Business Communication, and Women in Business.

Tess is one of only 247 professional leadership coaches in the United States, and 1,100 worldwide, to have earned the International Coaching Federation's Advanced Certification in Team Coaching (ACTC).

She is a 2024 Illinois Women in Leadership Athena nominee, which recognizes 10 women for professional excellence, community service, and for actively assisting women in their attainment of professional excellence and leadership skills.

Tess recently spent nearly 10 years as director of employee development and engagement for a mid-size commercial construction company where she built their leadership development, coaching, and corporate training infrastructure. She was instrumental in leading the organization to earn the Apex Training Top 100 recognition in 2022 and 2023, which is awarded to only 100 organizations worldwide.

Prior to that she was an independent consultant and worked for 14 years with a management consulting firm, which specialized in helping small businesses develop their management systems.

She has authored or ghost-written more than 2,000 articles, white papers, blogs, and chapters in books on topics related to management and leadership.

She is the owner of Angle Coaching & Communication, LLC (www.anglecoaching.com), a private coaching and consulting practice specializing in leadership development and team effectiveness.

Her passion is helping leaders at all levels develop the essential core competencies to lead successfully and equipping organizational teams with the tools they need cut through challenging team dynamics and achieve their full potential.

Certifications

- Certified Professional Co-Active Coach (Co-Active Training Institute)
- Advanced Certification in Team Coaching (International Coaching Federation)
- Team Coaching Certified Practitioner (Global Team Coaching Institute)
- Professional Certified Coach (International Coaching Federation)
- Leadership Circle Certified Practitioner
- Organization Development Certified Professional
- Navigating Transitions Certified TQ Coach
- Leadership Strategies Trained Facilitator
- EQ-i-2.0 Certified Practitioner
- Conversational Intelligence Coach Practitioner
- Crucial Conversations & Crucial Accountability Certified Trainer
- Playing Big Trained Facilitator
- Positive Intelligence Coach
- BA, MA

Tess and her husband Eric are the parents of two adult children.

WALKING THE LEADERSHIP LEDGE

On Air Introduction

Have you recently been promoted to a new leadership role, thanks to your stellar individual performance as an employee?

Are you finding that the skill set that served you so well as a standout staff member is woefully inadequate for your new role at managing people and a unified team designed to fulfill a corporate objective—PEACEFULLY AND EFFECTIVELY?

Help is on the way! You'll find all the answers you need to get started cutting through challenging team dynamics and managing them effectively to maximum high-performance success – while doing it with minimum disruption or ***loss of sanity***.

Tess Fyalka's (Fee-al-kuh) new book ***Walking the Leadership Ledge: The "New" Leaders' Guide to Building Resilience and Confidence at Every Step*** pulls from her 25 years' experience in leadership, management, corporate training, and organizational development. A sought-after speaker, Tess is one of only 247 professional leadership coaches in the United States, and 1,100 worldwide, to have earned the International Coaching Federation's Advanced Certification in Team Coaching (ACTC).

Today, she is here to offer her exceptional insights into transforming you into a superstar at leadership!

WALKING THE LEADERSHIP LEDGE

Questions for Tess Fyalka

1. Why does being great at your job not automatically translate into being great at leading people?
2. What's the fastest way new managers accidentally lose trust?
3. How should first-time managers approach their first difficult conversation?
4. What mindset shift matters most when going from peer to leader?
5. Why do new managers struggle with delegation—and how can they fix it?
6. What's one habit new leaders should build in their first 90 days?
7. How can new managers lead confidently without having all the answers?
8. What mistakes are normal—and recoverable—early in leadership?
9. How can new leaders balance empathy with accountability?
10. What does "progress over perfection" really look like in leadership?
11. What do you mean by the "leadership ledge"?
12. Why do so many new leaders feel unprepared?
13. Why does leadership often feel harder *after* the promotion?
14. What is the "messy middle" of leadership?
15. What are some of the common derailers for new leaders?
16. Why do capable leaders suddenly doubt themselves?
17. Is confidence a mindset issue or a skill issue?
18. What does real confidence look like in leadership?
19. How do leaders build resilience without burning out?

20. What role does self-talk play in leadership success?

21. What derailers do you see most often?

22. How do well-intentioned new leaders create problems?

23. Why do leaders avoid tough conversations?

24. What’s the “big lie” ineffective leaders tell themselves?

25. How can leaders course-correct early?

Learn More

Book

- ***Walking the Leadership Ledge: The "New" Leaders' Guide to Building Resilience and Confidence at Every Step***
- Available from Amazon.com for $17.99
- Also available on Kindle and Audible

Websites

- www.anglecoaching.com
- www.walkingtheleadershipledge.com

Free

Take the "NEW" Leader's Reality Check assessment. In just 2-minutes you'll identify leadership gaps, uncover team friction points, and get a custom action plan.

Coaching

Leadership Development Coaching — The Promotion Didn't Come with a Manual

There's a brutal lie in leadership: being great at the work translates into being great at leading people. It doesn't. New leaders get tossed into the messy middle—politics, expectations, derailers, delegation, feedback—and are told to "figure it out." This coaching gives emerging leaders and those in "new" positions a playbook. It trims the panic, accelerates the ramp-up, and builds the resilience and confidence to lead without the constant "Am I doing this right?" whisper.

Team Coaching & Alignment — Everyone is Moving but In Different Directions

Teams are either engines or anchors. Virtually every team wants accountability, trust, respect, and communication. The question is: HOW do you create the team environment where all of those are successfully achieved? As one of the few coaches in the country to hold ICF Advanced Team Coaching credentials, Tess takes teams into the heart of what makes them truly effective - where constructive conflict, clarity, and shared success live and teams thrive.

Crossroads Coaching — When 'Next' Is Calling But You Haven't Answered Yet

Success creates its own kind of trap. From the outside things look great; on the inside you're asking, "Now what?" or "Is this it?" Crossroads Coaching helps leaders navigate the identity shift between endings and new beginnings in a career.
It's part clarity, part courage, part permission and a nudge to move before the misalignment turns into burnout or regret.

Engaging and Impactful Workshops

NextGen Leadership Accelerator – A seven-module comprehensive leadership development program that combines training, one-to-one coaching, as well as group coaching. Designed to equip leaders in new or higher-level positions with the tools, training, and confidence to succeed as leaders and managers.

Additional IRL Workshops and Online Offerings:

- From Avoidance to Action – Navigating Tough Conversations Like a Pro
- Manager-Must-Have Leadership Essentials – Tools to Hit the Ground Running
- Aligning People, Priorities, and Performance – Create a Team Culture of Trust, Accountability & Communication
- The Purpose-Driven Strategy – Chart Your "Why" to "What's Next"
- DiSC – Unlock Your Most Effective Leadership Behaviors

Speaking

Engaging keynotes:

- Brave Leaders Build Trust
- The Power of Connection
- Step Away from the Ledge: The "New" Leaders' Path to Resilience & Confidence

Social Media

- **LinkedIn:** https://www.linkedin.com/in/tess-fyalka-cpcc-pcc/