

---

# Don't Wait for Promotion: Make the Leadership Transition Now



By [Herminia Ibarra](#) , INSEAD

**INSEAD Professor of Organisational Behaviour Herminia Ibarra, winner of the 2013 Thinkers50 "Leadership Award", discusses her big idea: why you need to make the leadership transition before you're promoted to a leadership role and why leaders become vulnerable to limited mindsets if they don't.**

On November 11th, 2013, at a glittering awards ceremony in London, [Herminia Ibarra](#), the Cora Chaired Professor of Leadership and Learning and Professor of Organisational Behaviour at INSEAD was awarded the prestigious Thinkers50 Leadership Award for her contribution to the understanding of leadership and identity in leadership roles. She was also placed in 9th position in the Thinkers50 ranking of the 50 most influential management minds in the world.

*Herminia's work focuses on professional and leadership development, including collaborative leadership, identity, women's careers and career transition. She is the author of [Working Identity: Unconventional](#)*

**Strategies for Reinventing Your Career.** Her current research examines CEO leadership and corporate performance, and includes co-authoring "The Best Performing CEOs in the World." She is also the Programme Director of **The Leadership Transition**, part of INSEAD's portfolio of Executive Education Programmes.

**Find article at**

<https://knowledge.insead.edu/leadership-organisations/dont-wait-promotion-make-leadership-transition-now>

---

**About the author(s)**

**Herminia Ibarra** Herminia Ibarra is a professor at London Business School. She was the Cora Chaired Professor of Leadership and Learning at INSEAD.