

New Leader Transitions

Manage the risks and maximize the success of key executive hires and high-stake internal promotions



Prepare for Day 1

- Research
- Build first 90-day plan
- Make early connections
- Draft stump speech
- Assess skills & readiness
- Create Day 1 Agenda
- Prepare personal life



Connect & Align

- Clarify stakeholder expectations
- Conduct management team listening sessions
- Assess unit capabilities & culture
- Align on priorities & early imperatives



Shape Your Team

- Establish top team
- Hold new leader assimilation
- Share goal/role expectations
- Define operating cycle
- Identify uniqueness of each member
- Get the right people in right roles



Chart Strategic Agenda

- Jointly conduct SWOT analysis
- Clarify mission, vision, values
- Establish critical few objectives
- Identify early wins and signals
- Address burning imperatives
- Develop plan to communicate



Manage Up

- Learn boss & board priorities
- Confirm buy-in to agenda and measures
- Mine for concerns
- Establish communication cadence
- Test early impressions
- Seek early feedback



Mobilize & Communicate

- Execute campaign to share plan and energize
- Activate feedback loops
- Conduct an early progress review
- Celebrate progress and success