

THE POWER OF ONBOARDING LEADERS

USING A STRUCTURED METHODOLOGY AS A BEST PRACTICE. THIS 120 DAY APPROACH CAN BE USED WITH NEW LEADERS, AND TO RESET CURRENT LEADERS. IT ALSO SERVES AS A PERSONAL PLAN FOR LEADERS, WHEN CHANGING ROLES OR TO UPGRADE.

SETS STAGE FOR EARLY AND LONG-TERM SUCCESS. CUSTOMIZE BASED ON INDIVIDUAL NEEDS. PERSONALIZE.



First 120 days provides basis for "go forward" action, specifics based on findings and prioritization.

Stabilize

- Risk Mitigation
- Foundation assessed

Solid Foundation

- Be efficient
- Ensure sustainability

Sustainability

- Build in learning
- Prepare for Excellence

Excellence

- Reaching Excellence
- Best Practices

Approach

- Listen
- Build relationships
- Collaborate
- Understand
- Clarify
- Build trust and give respect
- Link strategy and operations

Tools

- Leadership input
- Data
- Audits
- Documentation review
- Plan reviews
- On-going communication