

Leverage the First 100 Days as a **New Leader**

Use self-paced training to succeed in a new leadership role.



Over 50% of new leaders fail

to meet or exceed expectations within the first 18 months of their assignment because they fail to successfully leverage their first three months on the job.

(Watkins, M. *The First 90 Days*. Boston: Harvard Business School Publishing, 2013)

New Leaders:



often attempt to make drastic changes or a major immediate impact without fully understanding the corporate landscape, causing them to alienate their team and flounder with stakeholders.



are burdened by high expectations of success based on their achievements in previous roles, but they often do not have the right information to perform well in their new positions.


Use McLean & Company's self-paced training deck to support leaders in approaching the first 100 days on the job with a plan to position themselves for success.

Use the

"8 TO GREAT"

**first 100 days leadership priorities as you prepare for
and work through your first 100 days**

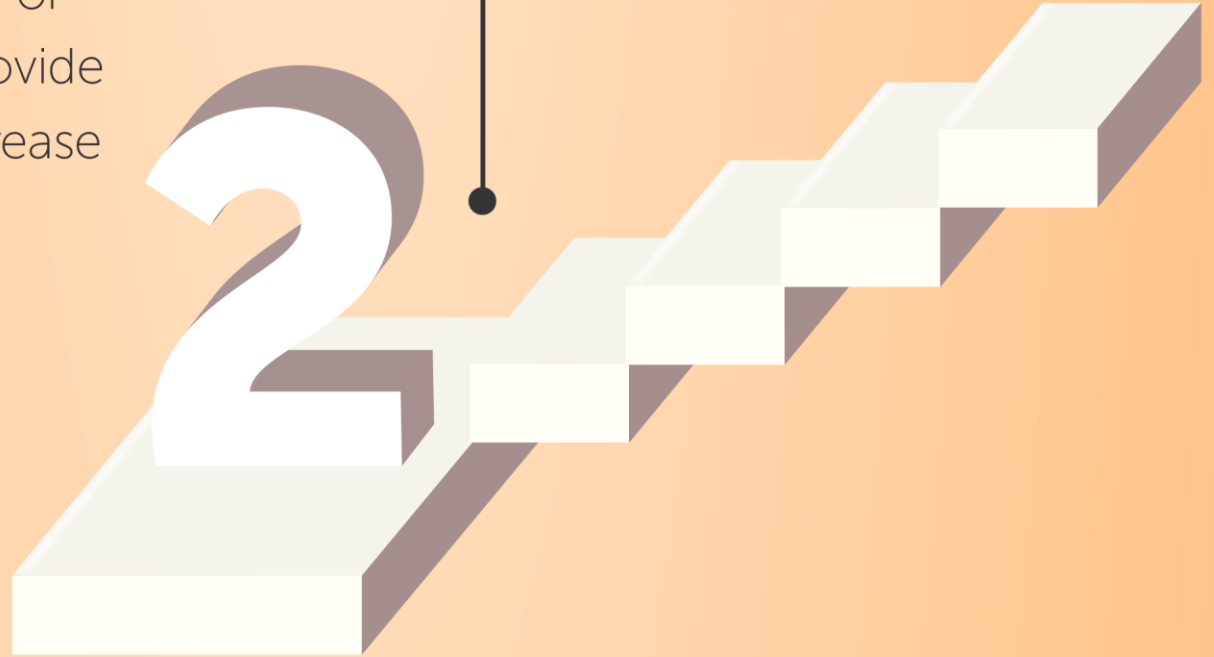
Become fully aware of, and integrated into, the corporate culture.



You must learn the norms, so you can adapt or leverage them to achieve or exceed targets.

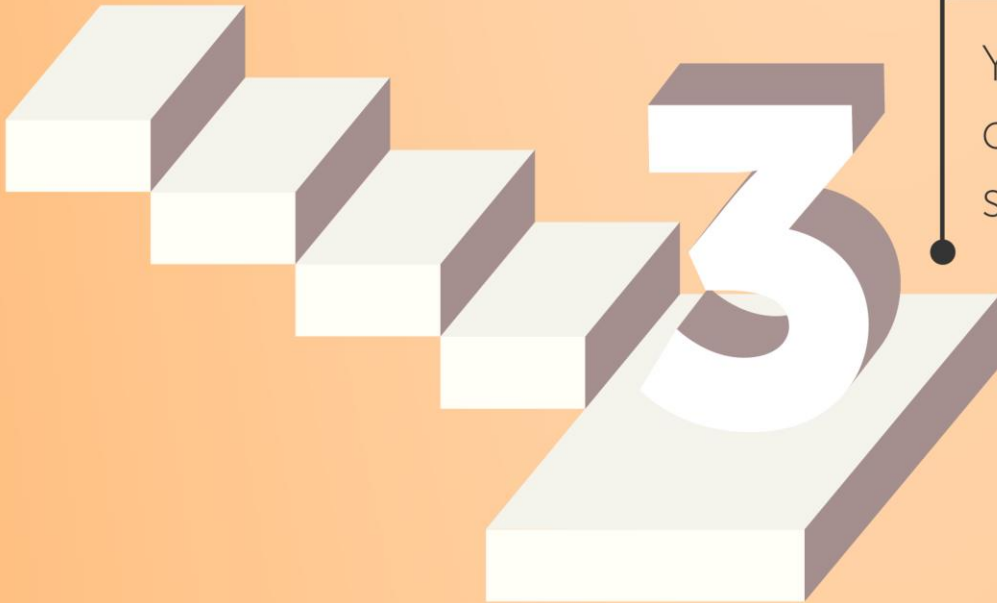
Understand the objectives for your first 100 days.

Goals, targets, or milestones provide focus and increase productivity.



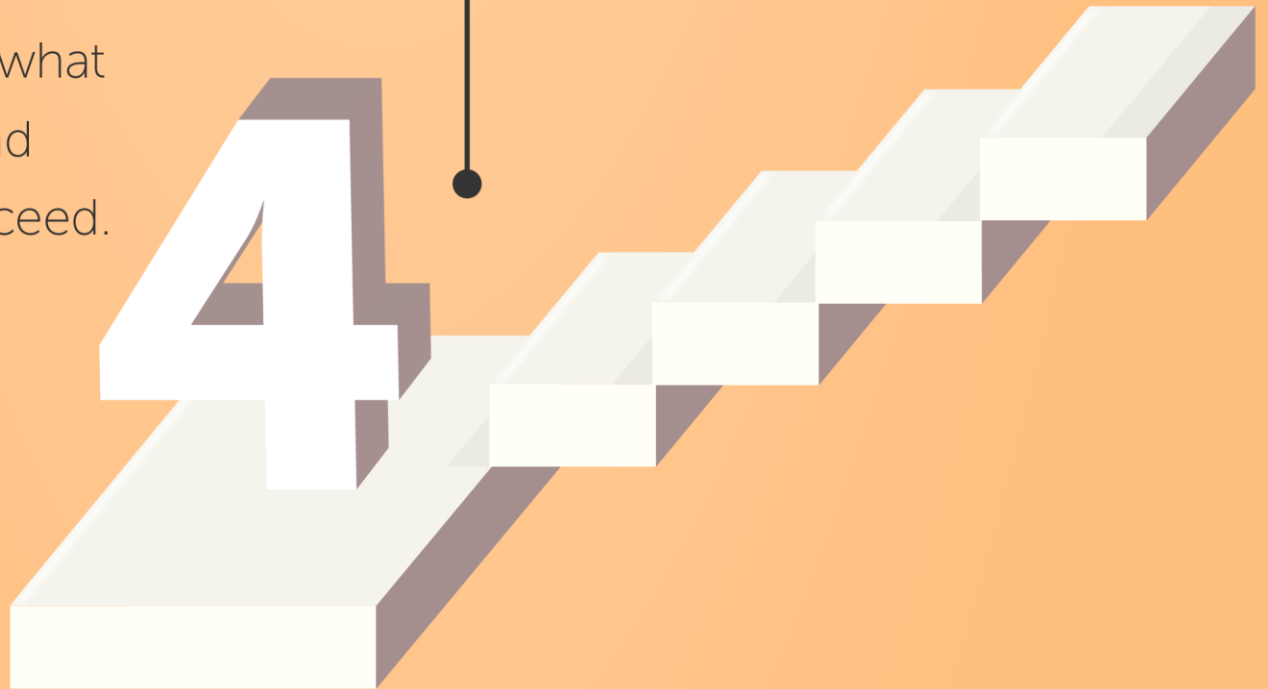
Become proficient with operational tasks.

You must establish immediate credibility before tackling strategic issues.



Complete a thoughtful analysis of team abilities and synergies.

You must understand what
resources you have and
what you need to succeed.



Form a strong internal social network.

People, not processes, get things done.



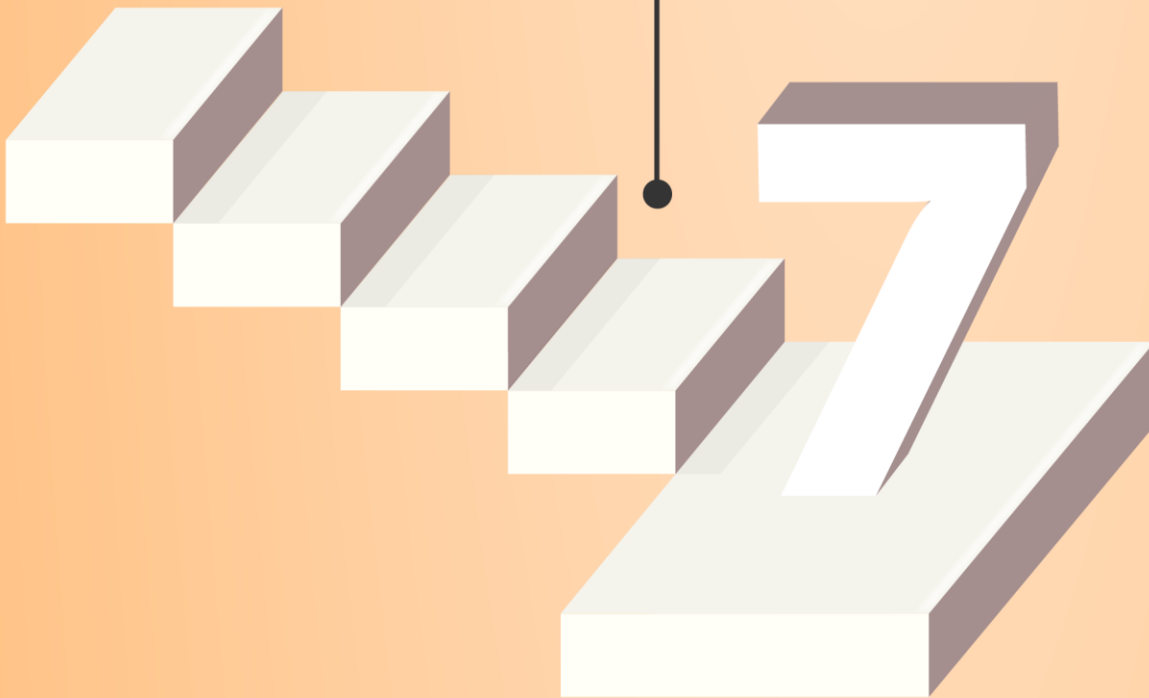
Champion corporate goals and strategy.

If your plans aren't aligned with these, they won't get buy-in.



Produce an actionable long-term plan.

Plans are testable with your team.
Random thoughts are not.



Implement quick-win initiatives.

You want to show that you can deliver.



SPHERE OF INFLUENCE



Relationships within your sphere of influence will direct the success of your first 100 days on the job – and beyond.

Prepare

(Before Start Date):
"Get Informed"

Phase 1

(1 - 30 Days):
"Listen"

Phase 2

(31 - 60 Days):
"Discuss"

Phase 3

(61 - 100 Days):
"Perform"

The New Leader
Process will allow
you to:

1. Connect with and leverage your sphere of influence.
 2. Enter your new leadership role feeling prepared and confident.
 3. Accomplish the 8 Leadership Priorities successfully using an iterative, step-by-step process.
 4. Strategize for long-term leadership success.
 5. Get buy-in and constructive feedback to drive your initiatives.
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STEPS

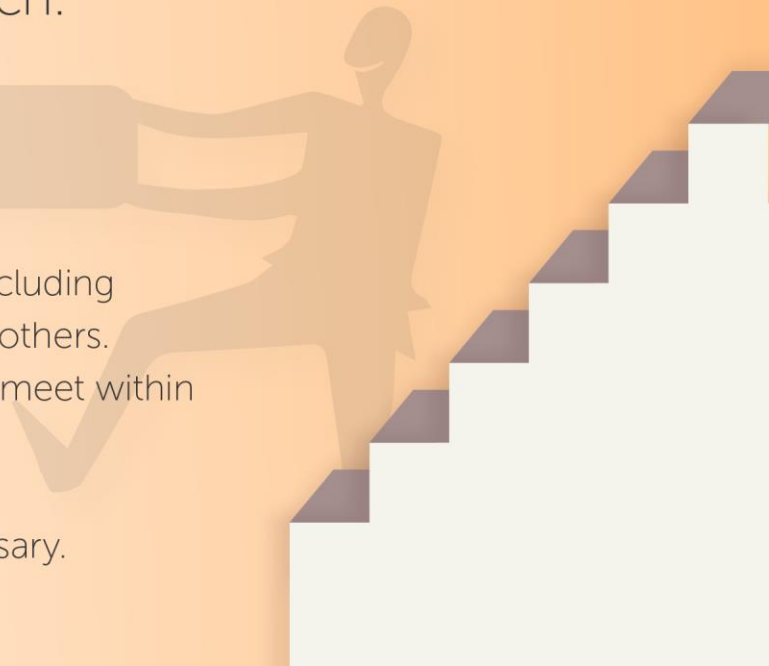


1 Provide new leaders with self-paced training and resources

Help leaders make the most of their first 100 days with a focused, phased approach.

Phase 1:

- Get to know the priorities of your manager and peers, including impressions of your team to understand your impact on others.
- Establish your priorities and determine who you need to meet within your sphere of influence.
- Make early assessments of your team, department, and organizational culture. Adapt your learning plan as necessary.

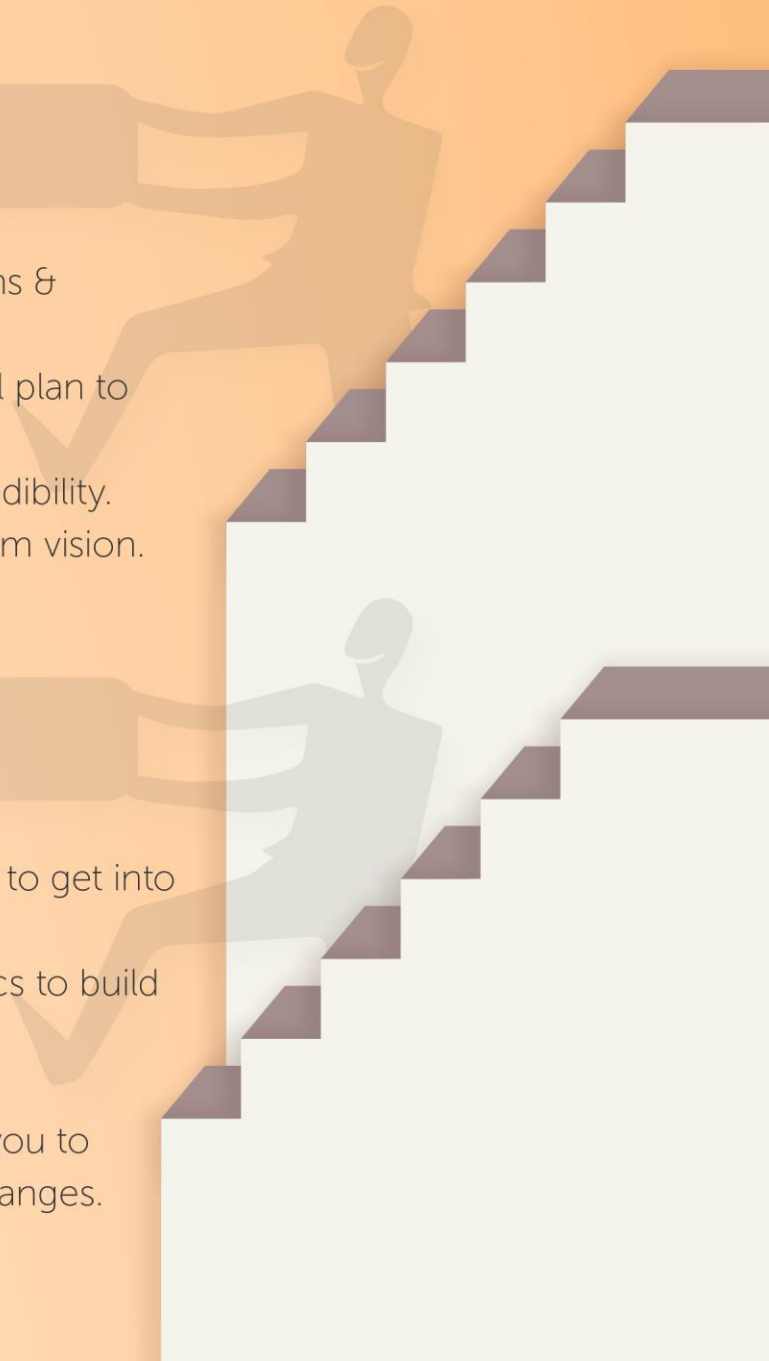


Phase 2:

- Reconnect with key stakeholders to test your assumptions & observations and reconfirm priorities.
- Start developing your long-term vision and build a formal plan to meet short and long-term strategic goals.
- Identify your short-term quick wins that will help gain credibility.
- Share your ideas to start building buy-in for your long-term vision.
- Use McLean & Company's 6 Influence Tactics.

Phase 3:

- Maintain and develop relationships with key stakeholders to get into the organizational rhythm.
- Refine strategies and solidify longer-term goals and tactics to build momentum.
- Implement quick wins to gain early successes.
- Keep your employees informed and included to enable you to understand their perspectives and help them through changes.



2 Evaluate the current state and develop a strategic plan

Gain feedback and buy-in for strategy.



Start this project today by calling 1-877-876-3322

Use our *Leverage the First 100 Days as a New Leader* Blueprint



Best Practice Toolkit Includes:



75 Do-It-Yourself Project Slides



New Leader Self-Assessment



STOP, START, CONTINUE Team Assessment Template



New Leader SWOT Analysis Template



New Leader Business Strategy and Planning Template