

90 day plan for new managers

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90-Day Plan for New Managers: A Comprehensive Guide**

Introduction

The first 90 days as a new manager are crucial for establishing a solid foundation and setting the stage for success. A well-structured 90-day plan provides a roadmap for new managers to navigate this critical period effectively.

The 30-60-90 Rule

The 30-60-90 rule is a widely used framework for guiding new managers during their first quarter. It involves breaking down the plan into three distinct phases:

- **First 30 Days:** Focus on observation, listening, and building relationships.
- **Next 30 Days:** Begin implementing changes, making decisions, and setting expectations.
- **Final 30 Days:** Reflect on progress, consolidate achievements, and plan for the future.

Structuring a 90-Day Plan

A 90-day plan should include the following elements:

- **Assessment and Goal Setting:** Conduct a thorough assessment of the team, processes, and key priorities. Based on this, establish achievable goals for the quarter.
- **Communication and Relationship Building:** Engage with stakeholders, team members, and cross-functional partners to establish a strong

foundation of communication and trust.

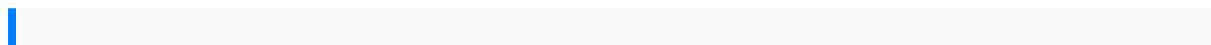
- **Implementation and Execution:** Begin implementing strategic initiatives, making decisions, and leading the team towards achieving established goals.
- **Learning and Development:** Identify areas for growth and engage in professional development activities to enhance skills and knowledge.
- **Regular Reviews and Feedback:** Conduct regular check-ins with team members and stakeholders to assess progress, provide feedback, and make necessary adjustments.

Key Principles of Effective 90-Day Plans

- **Focus on the Big Picture:** Align the plan with the broader organizational goals and objectives.
- **Prioritize High-Impact Actions:** Identify and execute initiatives that will make the most significant impact during the first 90 days.
- **Build a Strong Team:** Foster a collaborative and supportive work environment where team members feel valued and empowered.
- **Communicate Effectively:** Keep stakeholders informed of progress, challenges, and decisions.
- **Seek Feedback Regularly:** Actively solicit feedback from team members, superiors, and stakeholders to identify areas for improvement.

Conclusion

A 90-day plan is an invaluable tool for new managers to set themselves up for success. By following the 30-60-90 rule, structuring the plan effectively, and adhering to key principles, managers can establish a strong foundation, achieve quick wins, and lay the groundwork for a productive and impactful leadership journey.



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