

# The first 90 Days

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# The War for Talent





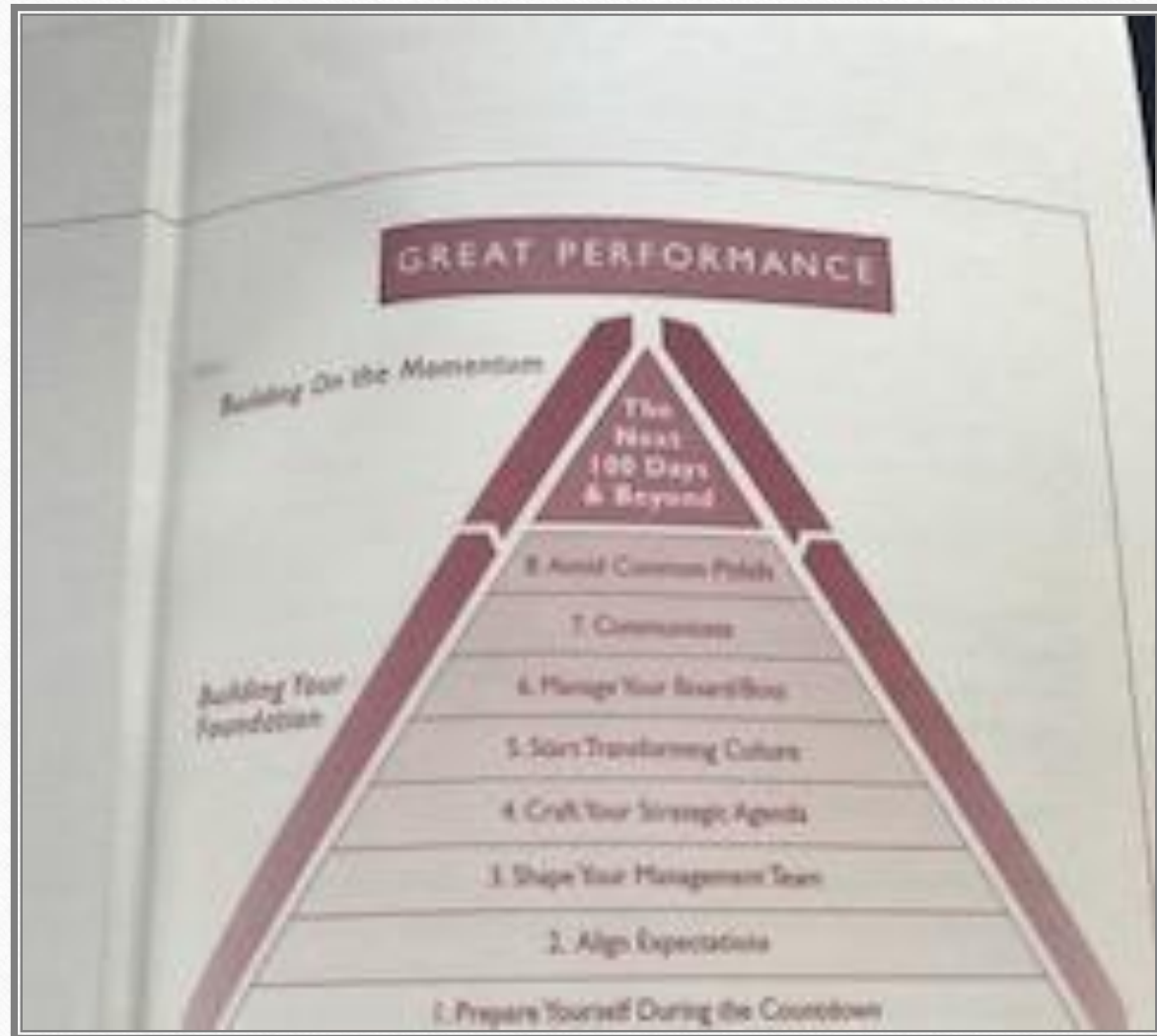
# The war for talent is over. The talent won

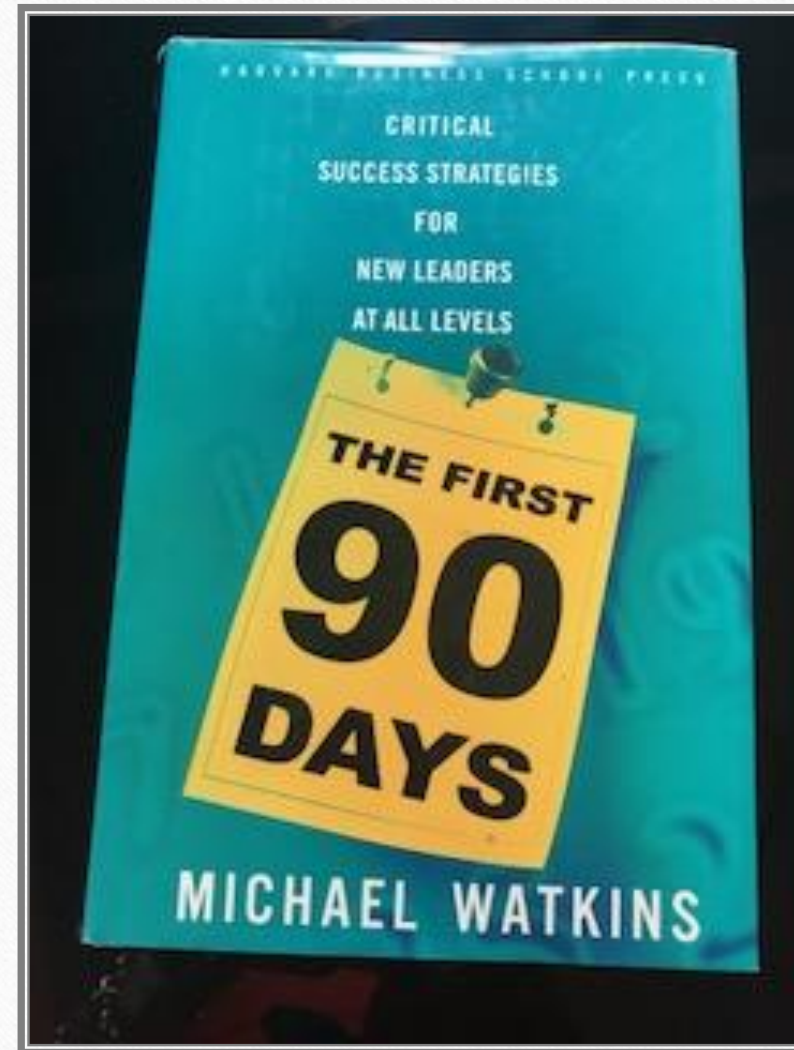
The next generation of skilled workers won't stay at your company forever. So make sure they leave a legacy from the short time they are with you, writes **Sharmla Chetty**



## Presidents and CEOs

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# First 90 Days

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- 90 days acceptable grace period
- Set tone for your employment / leadership role
- Hit the ground running
- Reduce period of temporary incompetence
- Accelerate your learning

1st 30 Days

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# LEARN

Define your learning agenda

Accelerate your learning

2<sup>nd</sup> 30 Days

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CLARIFY

Match strategy to situation

Secure early wins



3<sup>rd</sup> 30 Days

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ALIGN

Negotiate Success

# Negotiate Success

The situation conversation

The expectations conversation

The style conversation

The resources conversation

Personal Development conversation

# Negotiate Success

- The situation conversation
  - Agreement on where the org is and should go

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- The expectations conversation
  - Shared expectations about job
- The style conversation
  - Find out boss' style to align yours
- The resources conversation
  - Ensure resources you need are in tune with organisation's current and future situation
- Personal Development conversation
  - Ask for feedback on issues you feel will affect your personal development



# Do's

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- Take 100% responsibility
  - Its always up to you to communicate up, or down or horizontally
- Clarify often
  - Check in regularly for alignment and re-alignment
  - Ensure same understanding, definition of targets and success
- Please the boss
  - Understand your boss's highest priorities
  - Identify at least 3 critical issues and provide regular update

# Don'ts

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- Blame others
- Not communicate
- Surprise
- Show up with a problem



