



YOUR DESIGN

TAKEN UP A NEW ROLE? HOW TO ACCELERATE YOUR LEARNING?

5 KEY questions to ask your Direct Reports in your 1x1



LEAD FIRST

So you have switched jobs or taken up a new role in your current organization?

How do you go about accelerating your learning curve?

Many leaders dive in and start talking to people - but this is not efficient and lacking of structure

Your views maybe shaped by the first few people or last few with whom you talk

Instead you should consider using a structured learning process. Imagine you plan to meet with your direct reports. How might you go about this?

This list is from this brilliant book that is called the 'On-boarding bible' - The First 90 days, Michael Watkins



Question 1 - What are the biggest challenges the organization is facing or will face in the near future?



**Question 2 - Why is the organization
facing or going to face these
challenges?**



**Question 3 - What are the most
promising and unexploited opportunities
for growth**



**Question 4 - What would need to happen
for the organization to exploit the
potential of these opportunities**



**Question 5 - If you were me, what would
you focus your attention on?**

ranjanimani.com

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Reach me at reviewswithranjani@gmail.com

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