Leadership Space

The First 90 Days: Making it the Key to your Success

PRESENTATION TO ACCOMPANY WEBINAR

May 2018

90% of leaders agree:

“Transitions into new roles are the most challenging times in the professional lives of leaders”.

”Success or failure during the first few months is a strong predictor of overall success or failure in the job.”

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Who is it for?

- ✓ CEOs and Executives
- ✓ Chairs and Directors
- ✓ People who plan to change job at some point

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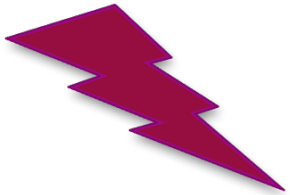
Outcome we're after

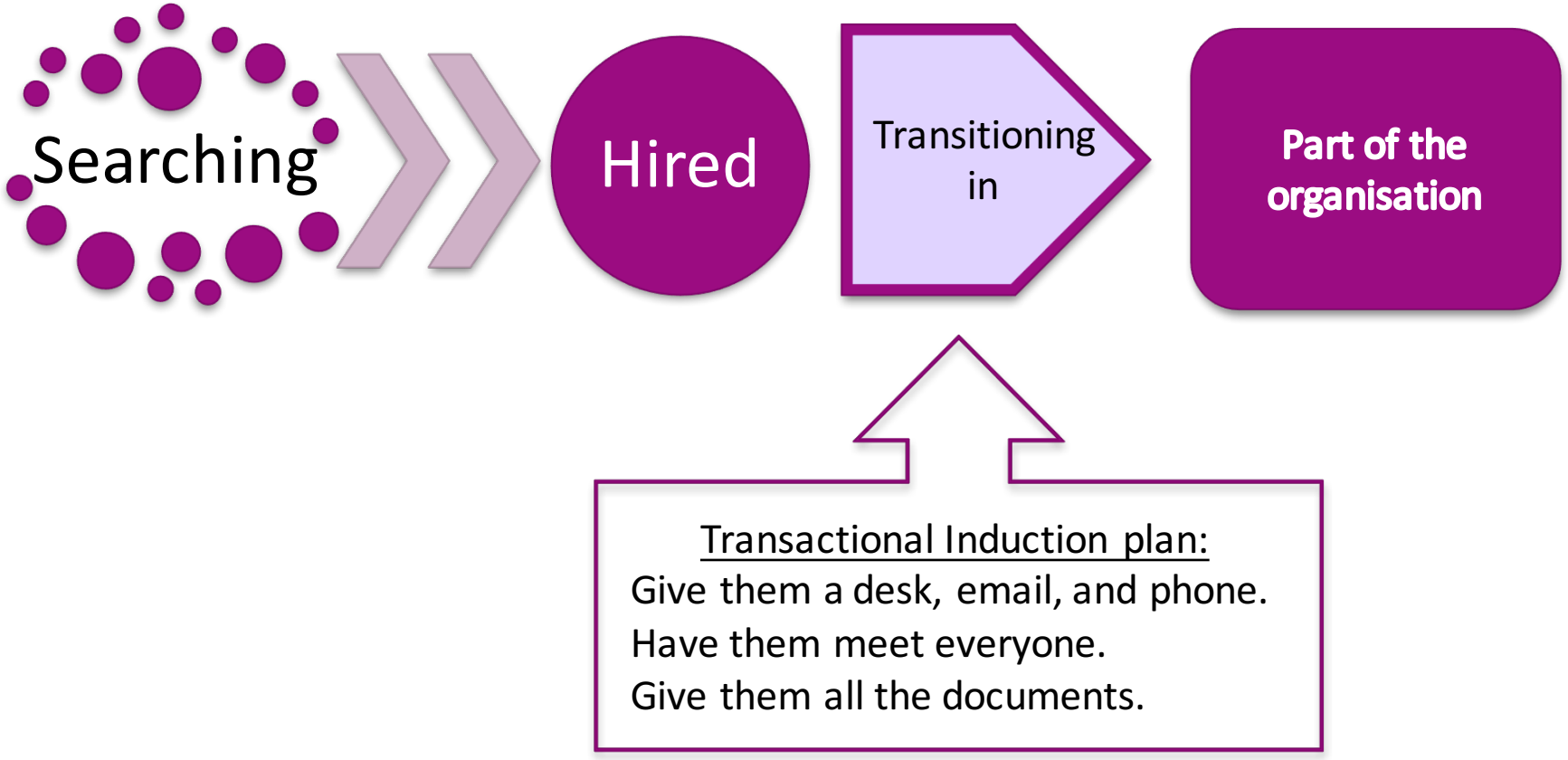
Every leader lands quickly and successfully.

Both parties have the tools to support success.



If it's proving challenging everyone knows what to do.

COMMON PITFALLS
The joining is treated as transactional



COMMON PITFALLS
The seeds of risk are sewn

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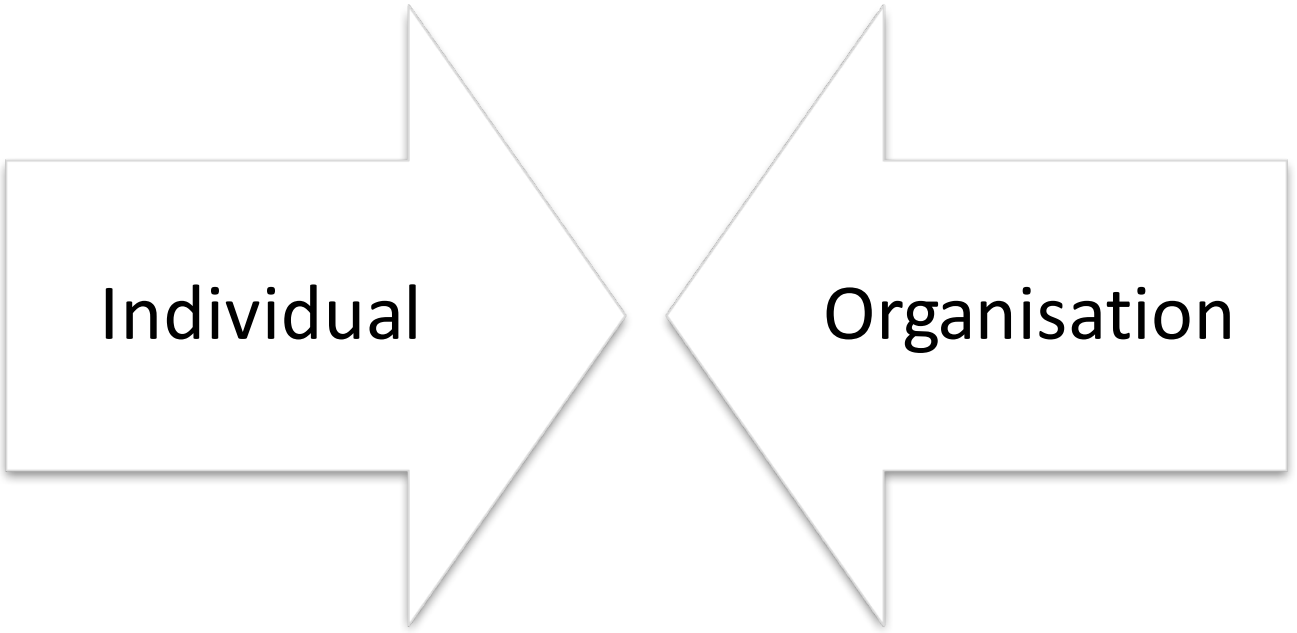
The marriage of two parties



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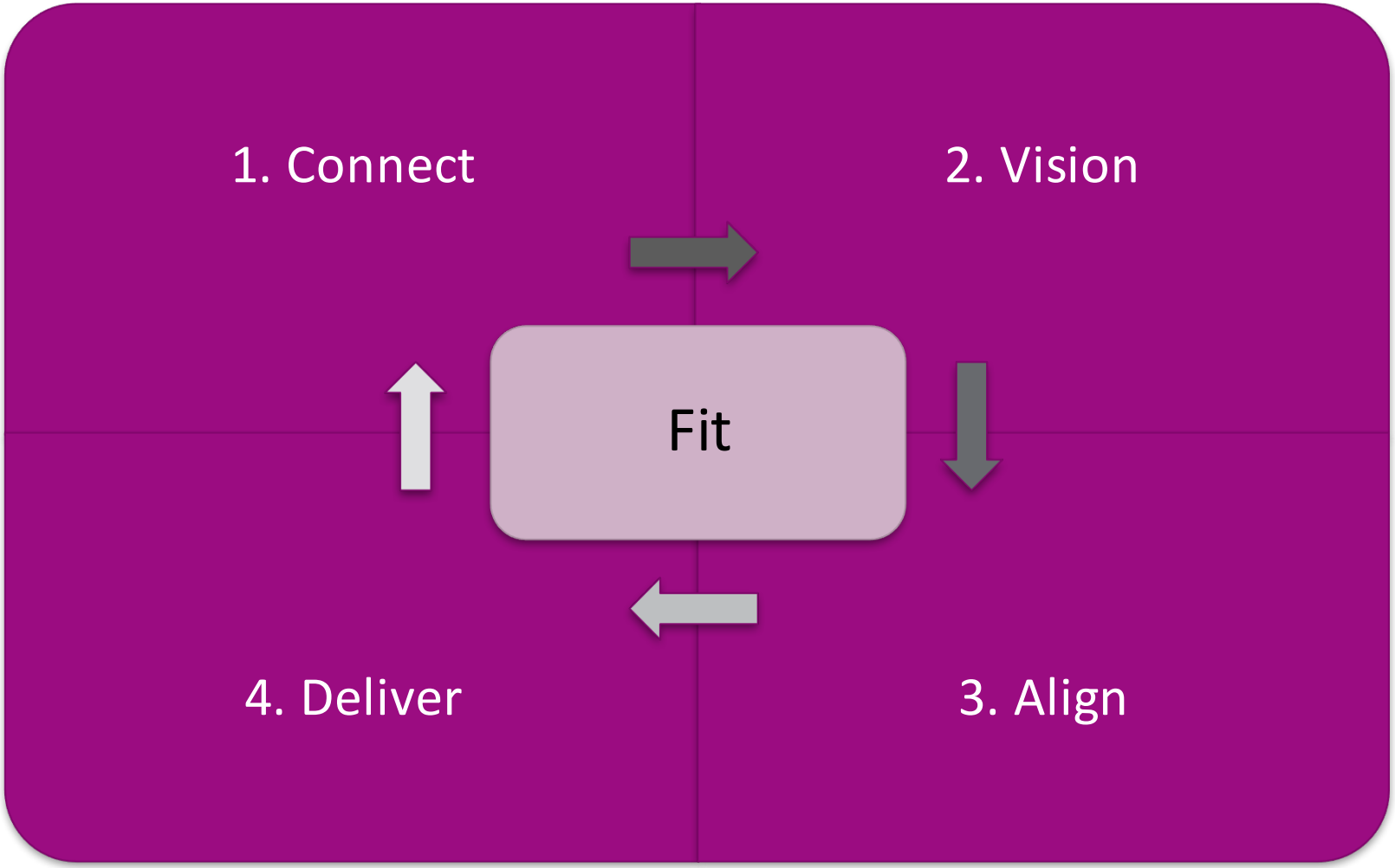
Roadmap for landing well



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Roadmap for the Individual

Connect	Vision
• Heart and mind aligned to the mission • Cleared reservations and past set-backs. • Connected to authentic self. • Right relationships, built early, and well.	• Clear on the data required. • Induction enables this. • Effectively processing. • Robust path being mapped.
Deliver	**Align**
• Securing quick wins that are valued. • The path forward keeps clarifying. • Progress aligns to KPIs. • Relationship networks are expanding and deepening.	• Clear on & in agreement with expectations. • Right people at the right time. • Direction emerging at right pace. • Enriching right relationships. • Active feedback and learning loop.

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Roadmap for the hiring manager

Connect

- Seek understanding.
- Ask reflection generating questions.
- Agree working arrangements.
- Clarify support on offer.

Vision

- Share your vision.
- Be clear on what is up for negotiation.
- Offer thought partnership.
- Be prepared to learn and adjust.

Deliver

- Track what matters.
- Clear obstacles.
- Communicate regularly.
- Deliver recognition: 5 x 1 ratio

Align

- Set explicit KPIs early.
- Communicate well.
- Stay in your lane.
- Model the values.

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Common sources of challenge

- Internal recruits
- Change of sector
- Step up
- Step backwards
- Tricky past experience
- Big cultural change
- Challenging context
- Significant change underway or required

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Top Tips

1. Focus on high quality relational time.
2. Set and clearly communicate and negotiate expectations.
3. Be realistic about how positional power influences what you know.
4. Put yourself in the picture.
5. Consider a First 90 Days specialist coach to support the individual.

Leadership Space

Leadership Space works in alliance with leaders and their teams to enable greater organisational effectiveness.

We are here for CEO's, founders, directors, executives and innovators in community, non-profit, philanthropic and mission-driven organisations.

WHAT OUR **CLIENTS SAY**

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"We just did in 1 day, what would have taken us 6 months."

- BackTrack

"It helped me clarify the job expectations, contributed to me effectively prioritising my work over those first crucial few months, and assisted in decision-making."

- Prince Charles Hospital Foundation

"It transformed the quality of my thinking and our capacity to stretch the perspectives of the ventures who we support."

- One Health Organisation

"It was instrumental to our success as a team and individually as we work to address 'wicked questions', high workloads and complex change."

- Crèche and Kindergarten Association

"It brought to the conversations a level of value and insight that included our culture, leadership and strategy."

- Emanuel Synagogue

"It was critical in not only setting strategic direction, but maintaining our focus on getting there."

- Brisbane Powerhouse

SELECTION OF **OUR CLIENTS**

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It is our honour to work with incredible organisations from across the sector.

National Trust

Cure Brain Cancer Foundation

Brisbane Powerhouse Arts

Sylvanvale

Australian Philanthropic Services
Simple. Strategic. Rewarding.

unicef australia

NSW Government Health

lifebridge east inc.
Supporting people in our community

BackTrack

ACPA
Aboriginal Centre for the Performing Arts

C&K Pre-schooling Professionals Since 1907

An Australian Government Initiative

BATAK

bobby goldsmith foundation
practical emotional financial support

Milk Crate Theatre

GET IN TOUCH

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"Good things happen when you meet strangers." Yo Yo Ma

If you're interested in talking further about what we do or how we can help please drop us a line. We always give our time generously.

For more on what we do, our team, clients and testimonials as well as podcasts, articles and tools visit:

www.leadershipspace.com.au

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