

Shane Warren Coaching & Counselling Services

Changing lives through simple solutions!

The First 100 Days of a Leader

Have you recently been appointed to a new leadership role? Or perhaps you have just recruited someone into a new leadership role. Either way, we know that effective induction is vital to the success of employees getting a fast start in their new roles, and a sense of personal effectiveness and contribution.

Typically, people new to a leadership role look around for things to change, and things to get their teeth into. They are keen and willing to make a difference. The question is...will it be the right difference?

It may pay to consider:

The Top 10 Mistakes That Newly Appointed Leaders Make.

1. Failing to clarify the boss's expectations.
2. Failing to clarify and achieve the top 2-3 business priorities.
3. Failing to clarify the timetable for delivery of results.
4. Failing to successfully balance the challenge of learning the new role and getting quick runs on the board.
5. Failing to bond successfully with the team.
6. Failing to correctly read and work with the political climate.
7. Relying too heavily on they skills that got them there.
8. Failing to maintain a healthy work / life balance.
9. Failing to set clear goals for the first twelve months.
10. Lacking a clear career direction beyond the current role.

If you are getting settled into a new leadership role yourself, get cracking on this checklist and start talking to your boss and your team. If you are helping someone else to do the same, it's worth dropping this checklist somewhere where their eyes won't miss it!

Contributed by James Miller, The Catalyst Group james@thecatalystgroup.com.au