

The First 90 Days Framework

1	Get Started	Leaders get oriented to the Transition Roadmap and online system. They also receive guidance on how to use the proven structured and systematic methods to chart their path through the online program and their unique transition. This module also helps leaders identify their unique challenges, build personal creditability, and establish personal disciplines.
2	Accelerate Your Learning	When new leaders derail, failure to learn effectively is almost always a factor. To help leaders absorb the torrent of information and turn it into actionable insights, this module shows them how to set learning goals, increase the efficiency of their learning process, and build a learning plan.
3	Match Your Strategy to the Situation	To take charge successfully, leaders need a clear understanding of the business situation — or mix of situations — they have inherited. This module helps leaders identify the types of changes they need to lead and guides them in defining their overall priorities and approach.
4	Gain Alignment	Relationships with new managers, peers, and direct reports will be central to success. This module helps leaders organize themselves, so they have the right conversations with the most important stakeholders. It also provides specific advice on how they should plan each conversation.
5	Establish Direction	As transitioning leaders learn more about their new role and the expectations of key stakeholders, they can establish the direction for themselves, their team, and their organization. This module guides leaders in identifying their goals, defining their strategy, and creating their vision.
6	Build Your Team	Most transitioning leaders do not get to build their own teams — they inherit their predecessors'. This module shows leaders how to assess their team and then reshape and align it. It also provides advice on how they can accelerate their team to get better performance.
7	Secure Early Wins	Leaders in transition energize people by getting early wins. This module helps leaders identify promising ways to create momentum and guides them in tailoring their approach to the business situation and culture of their organization as well as in organizing to get their wins as efficiently and effectively as possible.
8	Create Alliances	New leaders need to build alliances to support their key initiatives. This module helps leaders understand how influence works in their organization. Then, it guides them in identifying the most important people whose support they need and in creating a plan to get that support. It also provides advice about how leaders can build a strong network of advisors and counselors.