

Why focus on leadership transitions?

- 40% of externally hired leaders fail
- Building trust takes time and patience
- Transition mistakes will be magnified

Preparation:

1. Read Get A Grip/Traction
2. Listen to app recordings
3. From Visionary/Integrator
 - Why EOS?
 - Accountability Chart™
 - V/TO™
 - answer questions



- Feedback from team / hiring manager / peers
- Set goals for business
- Feedback on strengths, weaknesses, and challenges

From Integrator/Visionary:

1. GWC™ Feedback
2. Their Accountability Chart
3. Company Scorecard
4. The Meeting Pulse™ schedule
5. Hitting the Ceiling

- Set priorities and measurables
- Establish communication plan
- Define NEEDS list for leader and hiring manager

- Key rhythm: One-on-Ones
- Establish mentor and coaching relationships
- Gather feedback and adapt plan
- Celebrate success

Meeting One-on-One with Leadership Team (each person):

1. Share Team Member Fact Sheet™ information
2. Compare assessments - DiSC/Birkman/Kolbe
3. Review communication between groups / personally
4. Review Rocks, Scorecard, and other measurables
5. If needed - setup same page meetings

