

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. Their Scorecard
4. Meeting Pulse schedule
5. Hitting the Ceiling

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

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

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



