

CHALLENGE SUMMARY 2

Leadership Team
Support Materials

HOW DO NEWLY APPOINTED SENIOR LEADERS MAKE AN EARLY IMPACT?

"Making an early impact is the key differentiator when it comes to perceptions of appointment success"

CEO, Major international headhunting consultancy

The challenges that new leaders face in the first six months of a new job are immense.

You have to learn about the company, meet key customers, assess and build relationships with your first line, really understand the business financials and reach out and make good impressions with your staff.

You might discover gremlins along the way – perhaps the job was oversold by the head-hunter or even the expectations of the investors which initially looked feasible are totally disconnected from reality!

And whilst all of that is consuming your every waking hour, you need to get your hands around the strategic agenda...

KEY FOCUS POINTS

- How well does your organisation work?
- Is it pointed in the right direction?
- Are the processes for raising and delivering on customer expectation in place?
- Do you have a skilled and motivated group of employees who can make your plans happen?
- What do your investors really expect of you?

These leadership questions take time to understand before you can start to take action and time isn't always on your side.

But rush into action with bravado rather than insight and you may well find yourself re-visiting the head-hunter sooner than you imagined!

What are your priorities and action plans for early success?

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