

Stybel Peabody & Associates, Inc.

NEWLY HIRED/NEWLY PROMOTED? LET US
PROVIDE YOU WITH SOME STRUCTURE.

Goals:

- A structured discussion about needs for the next 90/365 days.
- A structure to make sure the leader “hits the ground running” in a thoughtful way.
- A structure to frame performance measures one year later so no party is surprised.

STEP #1: ASK THE HIRING AUTHORITY OR BOSS THE FOLLOWING
QUESTIONS:

1. What needs to be changed over the next 90 days and over the next 365 days?
 - 1A. Business Processes. (How we do what we do and with whom)
 - 1B. Technology (software/hardware).
 - 1C. People
 - 1D. Culture
2. What need to be preserved/honored over the next 90 days and over the next 365 days?
 - 2A. Business Processes.
 - 2B. Technology
 - 2C. People
 - 2D. Culture

3. What issues need to be dealt with later but are not front burner over the next 365 days?

3A Business Processes.

3B Technology

3C People

3D Culture

STEP #2: OVER THE NEXT FOUR WEEKS, INTERVIEW YOUR BEST CUSTOMERS, YOUR DIRECT REPORTS, AND YOUR NEW PEERS AND ASK THEM THE SAME QUESTIONS AS IN STEP #1.

STEP #3: ARRANGE A MEETING WITH YOUR BOSS TO GO OVER WHAT YOU HAVE LEARNED IN STEP #2. PROPOSE A NEW “GOING IN MANDATE” BASED ON A COMPROMISE BETWEEN WHAT YOU WERE TOLD IN STEP #1 AND WHAT YOU LEARNED IN STEP #2.

When both parties agree on this new Going In Mandate, this becomes the framework for your performance evaluation and compensation discussions a year later.

Want to learn more?

<http://www.stybelpeabody.com/newsite/pdf/jobdescriptionstakeholderanalysis.pdf>

For More Information:

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Founded in 1979, Stybel Peabody’s mission is to help companies grow by providing leadership and career success for valued employees.

Core services include Retained Search+, leadership development/succession planning, and executive outplacement.