



Achieving Success In A New Role

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Better Transitions

Imagine you have just landed that new dream job.

So now you are moving into a new role in a different organization.

Whether your job role is the same or you have a new role, many things will be different.

- You do not have a strong relationship with or knowledge of your boss, peers, direct reports including expectations and ways of working.
- You do not know what baggage you have inherited about the concerns direct reports and peers have about you moving into this role.
- You do not know the accepted behaviors and culture of this organization, so you do not know how to operate differently here.
- You do not know how your team's history, how it operates and what its strengths and gaps are
- You do not know how decisions are made, what resources are available and how resources are allocated
- You do not have a crystal handle on this role's challenges and success factors
- You do not know the scope of responsibilities and decision-making power of this role.
- You do not know how the politics operate in this organization and who has the apparent and unexpected power you will need
- You do not know the technical processes, procedures and technology deeply enough to talk the talk and provide precise directions

It is like you have been comfortable swimming in a gentle lake you know well to now being thrown into a fast moving river with no idea what's ahead and where the under currents are that can drag you off course.

When moving into a new role in a new company, managers are even more vulnerable. No one has your back, you are not trusted yet and you don't know how to adjust your management approach for success.

And to make things even more challenging, perhaps your prior companies did not invest in your management skill building so your leadership and management tool kit may not be up to the task. And new boss may not see his or her role as being a helpful coach, mentor or developer. He/she may just want you jump in and do the job and make things happen on your own.

But still it is an exciting time deserving grand hopes for a bright future.

The key to success to having a great ride in this new role is being proactive in what you need to learn and in the most efficient way.

And the skills you used in the last job may very well need to be strengthened, re-sequenced or adjusted in this new environment. The added bonus is these new skills will increase your promotability to a different position in a year or two.

Broadly speaking these are the new or stronger skills that may be needed in the first two months in the new job:

Collaboration Skills

- Working With New Executives
- Managing New Boss Alignment
- Building Trust & Relationship Fast
- Building Support Among Key Players
- Building Stronger Intergroup Collaboration

Leadership Skills

- Overcoming Tough Resistance
- Creating A Future Vision For The Group
- Redesigning How The Group Operates
- Overcoming Silo Mentalities

Management Skills

- Resolving Long Standing Conflicts
- Supervising Difficult Direct Reports
- Retaining Talented Direct Reports
- Engaging High Potential Direct Reports
- Delegating To Managers vs. Individual Contributors

Team Skills

- Overcoming Team Obstacles Quickly
- Managing Resistant Global Groups
- Building Team Cohesion Rapidly
- Instilling Team Accountability

Personal Skills

- Understanding The Right Political Navigation
- Moving Fast Enough But Not Too Fast
- Creating The Right Impression With The Right People
- Sequencing Learning - What & When
- Balancing Work, Life, Family, Personal Time
- Giving Powerful Presentations

The Path Ahead

To be fully successful make a 30 day plan and a 90 day plan that orchestrates the learning and relationship building you will need to do. And get the resources you need for support including a mentor inside the organization or perhaps with an external coach who specializes in new role transitions. Your transition is a challenging one. Get the support you need.

Good For You

So, congratulations when you land your new role.

And congratulations for being proactive in reading this article so you are more prepared for a smooth and successful entry into the new organization

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