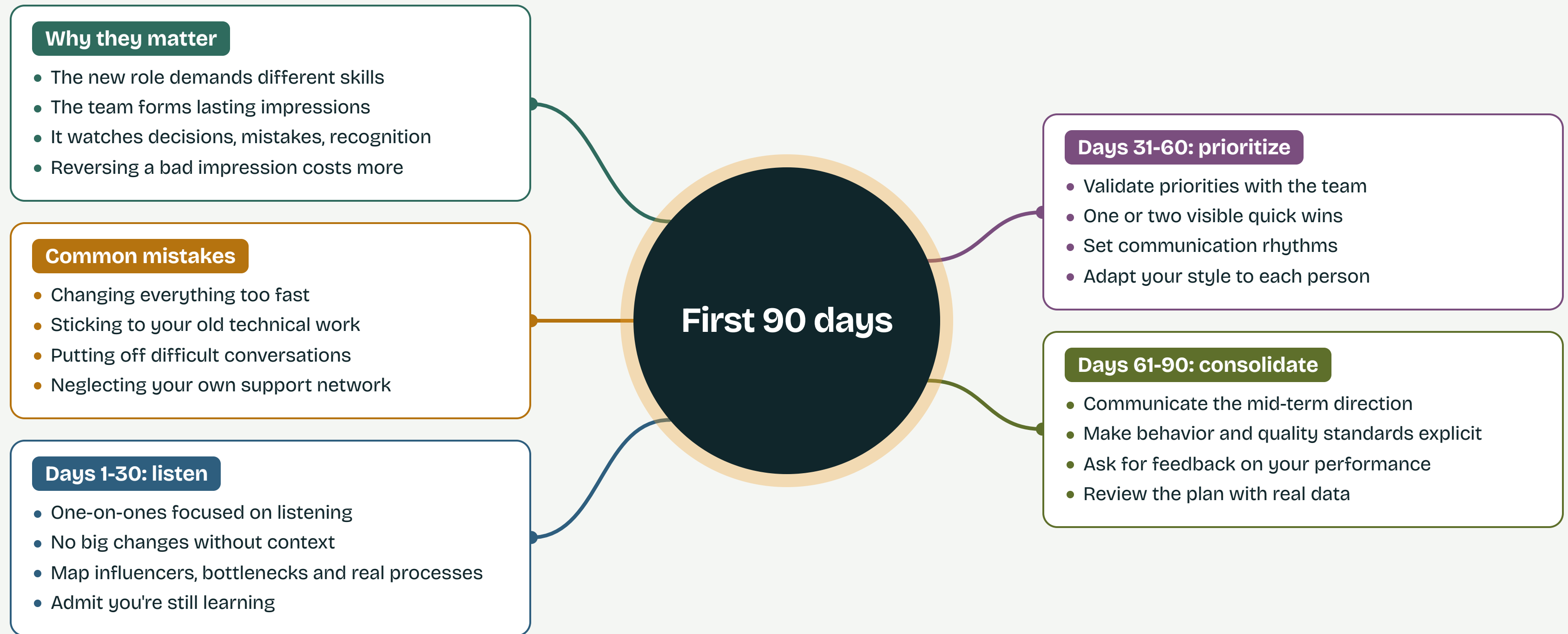


Your first 90 days as a leader: how to start well



Action plan

1

Hold one-on-ones with each person, focused on listening

2

Map informal influence, bottlenecks and real processes

3

Validate priorities and deliver a visible quick win

4

Make the direction and expected standards explicit

5

Ask for feedback and adjust the plan with real data

Key takeaway

Listen before you change: credibility in the first 90 days comes from context, real wins and openness.