

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. **Download EOS App and Listen to Focus Day and Vision Building recordings**
3. **From Visionary/Integrator**
 - Why EOS? • V/TO™
 - Accountability Chart™ • Answer Questions

Access Define Current Reality



Focus Create Success Plan



Support & Adapt Coaching and Feedback

- Feedback from team / hiring manager / peers
- Set goals for business
- Feedback on strengths, weaknesses, and challenges
- From Integrator/Visionary:

1. VTO Review
2. GWC™ Feedback (Why we hired you)
3. Their Accountability Chart™
4. Company Scorecard
5. The Meeting Pulse™ schedule
6. Hitting the Ceiling (Ask for help!)

- ✓ 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
 5. If needed - setup same page meetings
- Key rhythm: One-on-Ones
- Establish mentor and coaching relationships
- Gather feedback and adapt plan
- Celebrate success