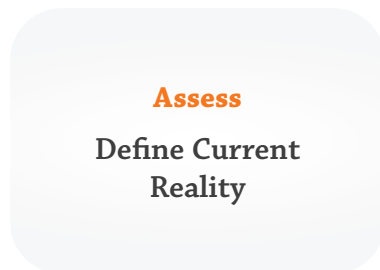


Why focus on leadership transitions?

- 40%+ of externally hired leaders fail
- Building trust takes time and patience
- Mistakes are magnified during transitions

Preparation:

1. Read “Traction: Get a Grip on Your Business”
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



- Feedback from team/hiring manager/peers
- Set goals for business
- Feedback on strengths, weaknesses and challenges
- From Integrator/Visionary:
 1. V/TO 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 personal communication and communication between groups
 4. Review Rocks, Scorecard, and other measurables
 5. If needed, set up Same-Page Meetings
- Key rhythm: One-on-Ones
- Establish mentor and coaching relationships
- Gather feedback and adapt plan
- Celebrate success