



The New Leader's 100-Day Action Plan: How to Take Charge, Build or Merge Your Team, and Get Immediate Results

By George B. Bradt, Jayme A. Check, John A. Lawler



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Entering a new leadership role? Leading a reorganization or integrating teams?

Get better results faster by building and implementing your 100-Day Action Plan

Your first 100 days in a new leadership position are critical, as they set the foundation for your team's success going forward. *The New Leader's 100-Day Action Plan* helps you start gaining traction even before your first day in a new job. The playbook gives you a concrete strategy for getting a fast start—engaging the culture, setting direction, aligning the team, avoiding common missteps, and delivering results. This new fourth edition has been updated with new graphics and downloadable tools, and expanded with new information learned from real-world clients over the past twelve years.

Many organizations, regardless of size, industry, or geography, realize that it is strategically imperative to effectively onboard leaders into new roles and combine teams during M&A and reorganization. New thinking for new teams provides ways to get quick results with key business initiatives, and new discussions on cultural fit and evolution to help you better contribute to your organization's success. Updated stories and case studies provide real-life glimpses at how successful leaders navigate tricky situations, and extensive online tools point you toward additional resources as the need arises.

40 percent of new leaders fail within the first eighteen months on the job. When a new leader drops the ball, it's at the expense of the team, the organization, and the leader's track record. Successful leaders start leading and delivering immediately. This book shows you how to start getting results right away and dramatically increase your chances for success—by systematically shaping your leadership with intent.

- Take control from the start
- Expect the surprises and avoid the mistakes

- Manage your message and shape culture
- Set direction and build an aligned leadership team
- Fuel momentum and deliver results

Your new leadership role begins the moment you accept the offer, the deal is done, or the re-organization is announced. *The New Leader's 100-Day Action Plan* gives you a concrete framework for successful leadership and a clear roadmap to the critical first 100 days.

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Editorial Review

Review

“The first 100 days are critical to a new leader’s success. Saavy chiefs start before they start, according to The New Leader’s 100 Day-Action Plan.” – *Investor’s Business Daily*

From the Inside Flap

The first 100 days in a new leadership transition are critical, as they set the foundation for the leader's, and the team's, success going forward.

Are you joining a new organization from the outside, getting promoted from within, leading a reorganization or restart, or merging teams following an acquisition? Operating in a larger public, mid-sized private equity, or smaller, start-up environment? Now in its fourth edition, *The New Leader's 100-Day Action Plan* has become the trusted operating manual for new leaders and leaders promoted to new leadership roles. Written by leadership experts George B. Bradt, Jayme A. Check, and John A. Lawler of PrimeGenesis, this indispensable resource can help any leader deliver better results quickly and efficiently.

Thoroughly revised, *The New Leader's 100-Day Action Plan* offers tools, plans and insights leaders need to accelerate their own leadership and their team's success in the first critical days and beyond. Step by step, the authors detail how to implement the foundational suspects of strong transition leadership by getting a head start, engaging the culture, managing the message, setting direction, aligning the team, and delivering results. The fourth edition has been updated with fresh graphics and downloadable tools, and expanded with insights gleaned from real-world PrimeGenesis clients since the last edition was published.

The New Leader's 100-Day Action Plan helps to assess the business context and internal political culture leaders will be facing in their new role and the authors give directions for implementing the proven BRAVE approach. This approach can motivate team members by understanding their Behaviors, Relationships, Attitudes, Values, and Environment. To further inspire new stakeholders, information is included for tapping into the power of social media and other communication tools. Bosses of new leaders will appreciate the suggestions for keeping new leaders on track and helping them succeed.

Designed as a flexible playbook, the text contains the strategies and insight to put a winning team in place (energized by its co-created burning imperative) and establish landmark management practices that have the power to drive accountability and deliver early wins. *The New Leader's 100-Day Action Plan* offers extensive notes and downloadable content on the website onboardingtools.com.

With *The New Leader's 100-Day Action Plan* as a guide, any leader can develop their own unique leadership practices and culture, in order to deliver better results faster and sustainably over time.

From the Back Cover

PRAISE FOR

THE NEW LEADER'S 100-DAY ACTION PLAN

"*The New Leader's 100-Day Action Plan* offers practical tools and techniques for new leaders to follow. Leaders who use this book can expect impressive business and culture-building results."

—**Joe Bonito**, SVP, Bank of America (formerly Coach and Pfizer)

"I have worked with PrimeGenesis twice in the last 24 months, first as a private equity investor and most recently as a first-time leader of a company. In both cases, their process and facilitation created nearly immediate alignment around our strategy and tactics that dramatically accelerated value creation. We accomplished nearly a year of positive change within a month."

—**Ryan Heckman**, Private Equity Investor

"In a hypercompetitive environment, it's imperative that senior leaders—particularly CEOs—have as many tools as possible at their disposal. *The New Leader's 100-Day Action Plan* provides a critical advantage to executives in identifying objectives, stakeholders, and messaging points as they transition into new leadership roles. The PrimeGenesis methodology is a key component of a successful onboarding toolkit."

—**Harry Somerdyk**, Director, Talent Management & Executive Recruitment, RFE Investment Partners (Private Equity)

"Their program helps assure success through accelerated learning, and helps the leader avoid common pitfalls and barriers that often derail new leaders. First impressions are lasting. PrimeGenesis will ensure that your new leaders are received positively on day one and hit the ground running."

—**Gretchen Crist**, SVP, Human Resources, Sun Products (after Playtex)

"I can recommend PrimeGenesis and this book without reservation to help any senior leader moving into a complex new role, including promotions and new hires, when they cannot afford to fail."

—**Robert Rigby-Hall**, former SVP, Human Resources, LexisNexis

Users Review

From reader reviews:

Peter Pitts:

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Judith Roemer:

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Harold Felix:

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Amado Elam:

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