

# Your First 100 Days in a New Alliance Executive Job\*

Where PhoenixCG can help

	← T-30 days	→ T-10 days	← 1 <sup>st</sup> 30 days	→ 2 <sup>nd</sup> 30 days	→ Next 40 days
	Start	Teachable	Act	Reframe	Together
	<b>Due Diligence Assess Your Situation</b>	<b>Point of View &amp; Strategy to Match</b>	<b>On Impossible Futures &amp; Quick Wins</b>	<b>Thinking, Attitudes &amp; Shift Culture</b>	<b>Create a Breakthrough</b>
Find Coach or Thinking Partner		Defining your Leadership	Running the Business – Keep your Day Job	Master the Politics - Invisible rules, value norms - Mentors & Adversaries	Catalytic Project - Quick Win to build credibility and momentum – Jump Start your Impossible Future
Due Diligence - 50 interviewees - Discussion Guide - Synthesize Answers - Derive Insights		Rough out the 100 day plan	What's So: - Strategy - Operations - Talent	Build Alignment to your vision	Assess your first 100 days
		Get Clear on your Mandate - STARS	Creating the Business– Declare Impossible Future	Guiding Principles & Practices	
Insight Preso w/quotes		Stretch Your Mandate thru Authentic Dialog	Redraft 100 Day Plan	Time Mgmt Impossible Future   Day Job	Build your plan for the next 100 days
		Discover Informal Power Structure	Build an 'A' Team	Exec Team Member   Personal Renewal	
		Getting to Know You	Identify QuickWin Revisit 100d plan Skills Inventory & Professional Dev	Alignment Model Team charter & Shared values Program Assmt	100d Scorecard Next 100 day plan
Thinking Coach Discussion Guide Interview Set up Co-author Preso		Leadership Exer Review 100d plan Mapping Influence Plan for Dialog			

Based on the Best Seller: "Your First 100 DAYS n a New Executive Job:" by Robert Hargrove