

The First 90 Days: Strategies For Industry Fellows To Ace The Transition Into Industry



Preparation

Complete all pre-employment requirements and be sure to prepare questions for your manager to establish an open channel of communication.

Manage Expectations

Meet with your hiring manager and senior leadership to determine what success looks like.

Clinch Early Wins

Aim to secure early wins in your first 90 days to build momentum to drive results in the subsequent years. Identify a problem that can be resolved in a reasonable amount of time that will lead to either process or financial improvement.

Establish Your Brand

Make self-management a priority - though your transition may feel uncertain, being able to manage your time and priorities independently is critical to your success.

Get Alignment

Identify potential areas of misalignment and develop initial plans to address them.

Tailor Your Strategy

Assess your new role/situation properly to develop the right plan of attack!

Speed Up Your Learning

Identify key learning opportunities about your new role and company to quickly get up to speed.

Establish Workplace Alliances

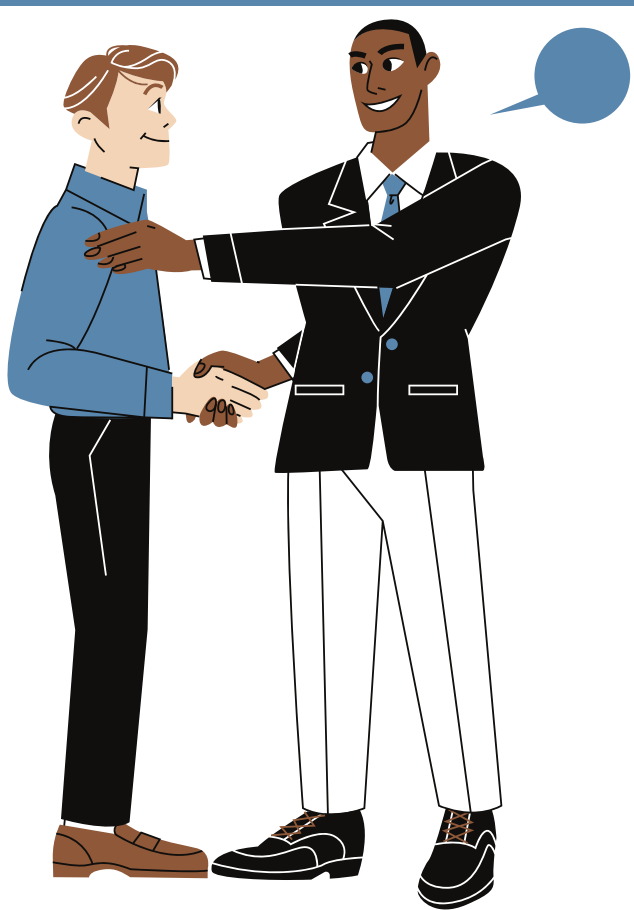
Cultivate allies and build strong, trusting, and positive relationships with those inside and outside your team. Consider asking colleagues to join you for a cup of coffee or for lunch to start a dialogue.

Build Your Team

Set up introductory meetings with team members as they are vital to your success.

Accelerate Everyone!

Failed transition can translate into real costs for the company. Therefore, successful transitions are a return on investment.



IPhO National Fellows Council Social Media & Marketing Committee

- Watkins, Michael. The First 90 Days.
- Reading Graphics. Book Summary – The First 90 Days: Proven Strategies for Getting Up to Speed Faster and Smarter. Accessed: June 4, 2021.