

LEADERSHIP TRANSITIONS

STRONG STARTS FOR NEW LEADERS

LEADERSHIP TRANSITIONS OFFERS A SYSTEMATIC APPROACH TO PREPARE LEADERS MOVING INTO NEW ROLES

LEADERSHIP TRANSITIONS provides detailed guidance and specific action plans to help leaders quickly make a positive impact in their new positions. Based on the best seller *The First 90 Days*, by Michael Watkins, renowned leadership development and transitions expert, the program provides tools, resources, and advice that managers in new roles can immediately apply on the job. They will learn how to recognize pitfalls, absorb information quickly, recognize opportunities, establish productive relationships, build momentum, and form strong teams.

CONTENT

PRACTICAL ADVICE, DOWNLOADABLE TOOLS, AND ACTION PLANS

Leadership Transitions equips new leaders to be effective right away in their new roles. Each module offers proven practices, thought-provoking ideas, tools, and personal action plans to help leaders who are moving into new roles to be effective immediately.

Preparing for a Successful Transition Recognizing common transition traps to avoid derailment.

Accelerating Your Learning How to absorb information efficiently to speed up the transition process.

Diagnosing Your Situation Identifying the type of transition to understand the challenges and opportunities ahead.

Prioritizing to Succeed Ways to build momentum for both short- and long-term success.

Working with Your New Boss Tips on creating a productive relationship.

Achieving Alignment How to coordinate strategy, structure and culture to meet ultimate objectives.

Building Your Team Guidance on how to assess team members and processes to build a strong foundation.

Creating Partnerships Strategies to establish internal and external coalitions to support initiatives.



HIGHLIGHTS

- > Exclusive video of Michael Watkins
- > Focused self-assessment
- > Engaging animations
- > Simple navigation
- > Personal action plans

EXPERT

This program was developed by preeminent leadership development expert, Michael Watkins, Professor of General Management at IMD in Lausanne, Switzerland, and co-founder of Genesis Advisers, a leadership development consulting company that works with Fortune 500 companies. He has served as a faculty member of Harvard Business School and INSEAD.

Program content draws on Watkins' best-selling book: *The First 90 Days: Critical Success Strategies for Leaders at All Levels*.

His most recent book is *Shaping the Game: The New Leader's Guide to Effective Negotiating*.

He is also co-author of several popular business books, including:

- o *Predictable Surprises* by Max H. Bazerman and Michael D. Watkins
- o *Right from the Start* by Dan Ciampa and Michael Watkins
- o *The First 90 Days in Government* by Michael D. Watkins, Peter H. Daly, and Cate Reavis

Watkins has written numerous articles for *Harvard Business Review*, most recently "Help Newly Hired Executives Adapt Quickly" (June 2007).

He is the featured speaker in "A Framework for Successful Leadership Transitions," part of the **Faculty Seminar Series**, and has contributed to 50+ Harvard Business School case studies.

> For more information visit:
www.harvardbusiness.org/corporate

PROGRAM ELEMENTS

PRACTICAL, RELEVANT RESOURCES FOR LEADERS IN NEW ROLES

This systematic approach provides applicable tools, tips, and resources to specifically address the most common types of transitions. The content is organized by section:

GET STARTED	A topic overview, a case study from the field, a quick assessment activity, and a module outline.
LEARN	The main concepts are reinforced by interactive exercises, plus Michael Watkins videos and tips on successful transition.
APPLY	Downloadable forms, checklists, and other guides to use on the job, plus a reflection tool.
PLAN	Helps leaders map their transitions as well as track progress and accomplishments.
RESOURCES	Nine online articles from Harvard Business Publishing are included along with recommended related books and additional articles to deepen understanding of the transition phase.

ADDITIONAL FEATURES

Priority Assessment helps users prioritize content modules based on their own management experience and familiarity with their new roles.

Personal Action Plans help leaders apply concepts to their jobs, manage their transitions successfully, and track their achievements and milestones.

Comprehension Tests are also available to extend and reinforce learning through collaborative discussion.

SUPPORT

IMPLEMENTATION SERVICES

LEADERSHIP TRANSITIONS is quick and easy to deploy via your LMS or intranet. Our Implementations Services Team can help you develop an effective rollout strategy and can customize the product to meet specific organizational needs for an even greater impact.

Many more Harvard Business Publishing offerings are available to help you achieve your leadership and management development objectives. Please contact us for information on our comprehensive portfolio of strategic content, programs, and services.

LEARN MORE

PHONE	800-795-5200 (Outside the U.S. and Canada, call 617-783-7888)
EMAIL	corporate@harvardbusiness.org
MAIL	60 Harvard Way, Boston, MA 02163
ONLINE	www.harvardbusiness.org/corporate

TARGET AUDIENCE

LEADERSHIP TRANSITIONS

provides tools, resources, and advice for managers taking on new roles, joining a new organization, or undertaking expanded responsibilities. Building and refining this group's ability to effectively apply leadership skills on the job will directly affect your organization's success.

The program is also helpful for colleagues, supervisors, and direct reports of leaders in transition.

COMPLEMENTARY OFFERINGS

Enhance the program content with additional leadership development tools, such as:

o ARTICLES

Manage Your Energy, Not Your Time
Harvard Business Review

Seven Transformations of Leadership
Harvard Business Review

o BOOKS

Resonant Leadership: Renewing Yourself and Connecting with Others through Mindfulness, Hope, and Compassion

o CLASSROOM EXPERIENCES

Aligning Strategy
Case in Point

Anticipating Risk
Case in Point

o FACULTY SEMINAR SERIES

A Framework for Successful Leadership Transitions, featuring Michael Watkins

Or select from our deep well of print and digital content. Ask your relationship manager for recommendations to match your current strategic initiatives.

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