

6 key steps to prepare for your new role

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Define your vision & objectives for the role

Complete the due diligence you began while interviewing for the job - create a working hypothesis about your role purpose and the organisation's objectives, to determine what you are there to achieve and your likely key objectives



Understand your strengths

A new role is a great time to take a fresh approach. When you understand your strengths you can develop ways to be more effective, have a stronger impact and influence.

Follow my self-assessment guide, or contact me for a validated core strengths profile.



Identify quick wins

Securing quick wins will help you make an early impact.

While your longer term focus is important, think about what you can achieve in the first 90 days.

Plan for your first impression

First impressions last. Think about your unique leadership style, your vision and objectives, what will be expected of you and what people will need from you.

What can you do to proactively manage the first impression you make?

Create a stakeholder map

Identify everyone who will play a critical role in your success - who will approve your decisions, be affected by what you do, or need to operationalise your plans. What's your approach to these relationships, and which ones do you need to nurture and invest in? organisation.



Be aware of your wellbeing

Learning new names, systems, ways of working etc, can be exhausting. Take some time to think about your wellbeing, and ensure you make time to recharge.

Develop a routine to notice when you are pulled into more unhelpful negative emotions and develop ways to address this.