

Exploring New Pathways

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"Is there anyone so wise as to learn by the experience of others?" - Voltaire **How do you learn?**

Learn quickly and learn well

Few companies spend time preparing their new leaders to be efficient and effective in their new roles, thus making transitions very challenging undertakings. intoaction will dedicate a series of newsletters to the topic of transition.

In order to succeed during a transition, it is important to learn as quickly as possible. Not learning rapidly may create a potential area of weakness. In addition, developing the ability to discern between what is useful and useless is key in a situation of change. This is no small task, as new positions often come with an overload of information.

One of the common syndromes of a new leader is to arrive into a new position with a ready-made solution, without taking the time to understand the origins of the problems the organization might be facing. Not taking the time to understand the history, culture, strategy, and politics will risk alienating people within the company. On the other hand, demonstrating an aptitude to listen and to understand will most likely enhance credibility and the ability to influence.

What gets in the way of your learning during a transition? What might be the benefits of investing time into learning? How do you measure your "return on learning"?

Michael Watkins in **The First 90 Days**, defines two types of learning: "effective learning" which involves identifying what needs to be learned and "efficient learning", which signifies determining where you can learn this information in the least amount of time. Identifying the right information sources, both internal and external to the organization will deepen your learning by obtaining varying points of view: customers, distributors, finance/ legal/ human resources functions, project/ plant/ product managers, etc. Once these sources have been identified, useful information can be learned through surveys, interviews, focus groups, process analysis, plant and market tours, etc.

When learning about a new organization, it is also crucial to dedicate time to understanding the culture. Only once you have understood it well, can you make a decision regarding whether you will adhere to it, or whether you will adapt it. The important decision to make here is around determining if the existing culture is helping or hindering overall performance.

My invitation is:

- Identify what you will need to learn to succeed

- Determine the keys to your efficient and effective learning
- Establish a learning strategy

Note: Concepts presented in this newsletter were inspired by Michael Watkins' book **The First 90 Days**.

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The concept behind this newsletter is an invitation for you to explore new ways of thinking, new perspectives, and new behaviors, so as to increase your personal effectiveness. The themes we have selected are commonly addressed topics in coaching. We have chosen them carefully and are eager to share them with you, in the hopes you will find them both thought-provoking and valuable.

Warmly,

Céline Brillet

GO TO [HTTP://INTOACTION-COACHING.BLOGSPOT.COM](http://intoaction-coaching.blogspot.com) TO SEE PAST ISSUES OF *EXPLORING NEW PATHWAYS*

Top 8 reasons to partner up with a coach

1. You want to make yourself a priority.
2. You feel stuck.
3. You want to build on your strengths.
4. You want to reach your goals more effortlessly.
5. You need a neutral sounding board to bounce ideas off.
6. You are facing a stretch challenge.
7. You have an important decision to make.
8. You are ready to move to the next level.

intoaction helps Executives and Entrepreneurs achieve their desired results through individual and team coaching, as well as through workshops devoted to developing leadership skills, managing change successfully, and enhancing team effectiveness.
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