

# Exploring New Pathways

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Best wishes for the New Year!

As per last year, **we are once again offering 2 free coaching sessions to help you get 2010 off to a fantastic start! ONLY 10 SLOTS SO SIGN UP FAST! (offer ends on February 15)**

"It is crucial to get early wins [...] in the right way. Above all, of course, you want to avoid early losses, because it is tough to recover once the tide is running against you." - *Michael Watkins* **Can you spot the best early wins?**

## Find and target the early wins

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

Identifying early winning initiatives during times of transitions will create value and energize people within the organization. These initiatives will also build your personal credibility and help establish key relationships, whilst being directly linked to your long-term goals.

When starting a new role, the temptation is to start acting as soon as possible so as to reassure everyone that the decision to hire you was the right one. It is easy to jump the gun and focus on too many initiatives, without giving any thought to the ones that will have a visible and useful impact for the business.

How important is it to identify the "right" early wins within a new organization/ team? How do you go about identifying an early win? How do you deploy a strategy to ensure these early wins are achieved?

The best early wins are those that can generate rapid visible operational and financial improvements for the business, are relatively inexpensive initiatives, and are in direct relation to the business' priorities.

Michael Watkins' recommendation to secure early wins is 1. Focus on only two or three initiatives so as not to disperse yourself. 2. Understand the business situation (start-up, turnaround, etc. ) your organization is facing, to establish the right strategy that will create the necessary momentum. 3. Acquaint yourself with the company culture as this determines the perception of what a "win" is. 4. Identify initiatives that will energize both employees and your manager, so as to avoid unnecessary (potential) obstacles. 5. Represent the "right" values through your initiatives, either the organization's or the ones you wish to transmit to others. 6. Define what behavior employees will need to display for continuous high performance. 7. Strengthen your credibility by being demanding but realistic, authoritative

but accessible, decisive but prudent, focused but open-minded, dynamic but not aggressive, tough but fair.

**My invitation is:**

- Identify the early wins that will help you achieve your long-term goals and will have an impact on operational/ financial performance
- Reduce your list to represent the best early wins (only 2 or 3)
- Deploy and maintain a strategy that will help in the advancement of your early wins (set yourself deadlines!)
- Identify people who will help you

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

*You are receiving this email because we have had a connection over the years. If you wish to Unsubscribe, please see the link at the bottom of this email.*

*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 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. <http://www.intoaction.eu/>



**Céline Brillet, ACC**

Founder of intoaction  
Executive Coach

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