

SMOOTH MOVES

Transitioning into a new role can be exciting and challenging—all at the same time. **Here are a few tips we've found to be helpful in order to hit the ground running and achieve success:**

PAUSE: If possible, it is important to take a break between ending one job and beginning the next. This is critical time needed to refresh and recharge—and reposition yourself for your new role. Taking this pause, however brief, allows you to honor the closing of one chapter while preparing to embrace the next.

PERSPECTIVE: When joining a new organization or taking on a new role, we are easily drawn to all the *“problems”* that may need your immediate attention. Taking time to fully understand the history and turning points of the organization or team will provide meaningful insight into how things came to be—and how best to move forward.

CONNECTION: Do not underestimate the power of face time! Your new team wants to spend time with you and get to know you. It is easy to get absorbed with your new boss or colleagues, but your team is likely hungry for some dedicated time and attention. The time you spend upfront making your team a priority will reap tremendous payback and rewards in the future.

COLLABORATION: Solve *“with”* not *“for”*—seek input and partnership. Your team has **more experience with the “way things are” than you do. They need your help in gaining** a broader perspective and understanding, but they are likely an untapped resource that has been overlooked or disconnected. This is especially true if the role you are assuming has been vacant for a period of time. Engaging them quickly, seeking input and sharing a common vision for the future will lead to renewed focus and energy.

COMMUNICATION: Find ways to reinforce your messaging using a wide variety of communication channels—and be consistent. Developing a framework for decision making and common language will speed up the alignment and effectiveness of your new team. In most organizations, communication is a challenge. Excelling in this area will prove to be a point of positive differentiation among your peers.



JERA Partnerships seeks to *connect leaders with courage and teams with purpose.* There are a number of tools and processes to support you along your journey. We strive for *true partnership and the promise of success earned.*