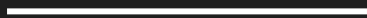




30 / 60 / 90

STRATEGY



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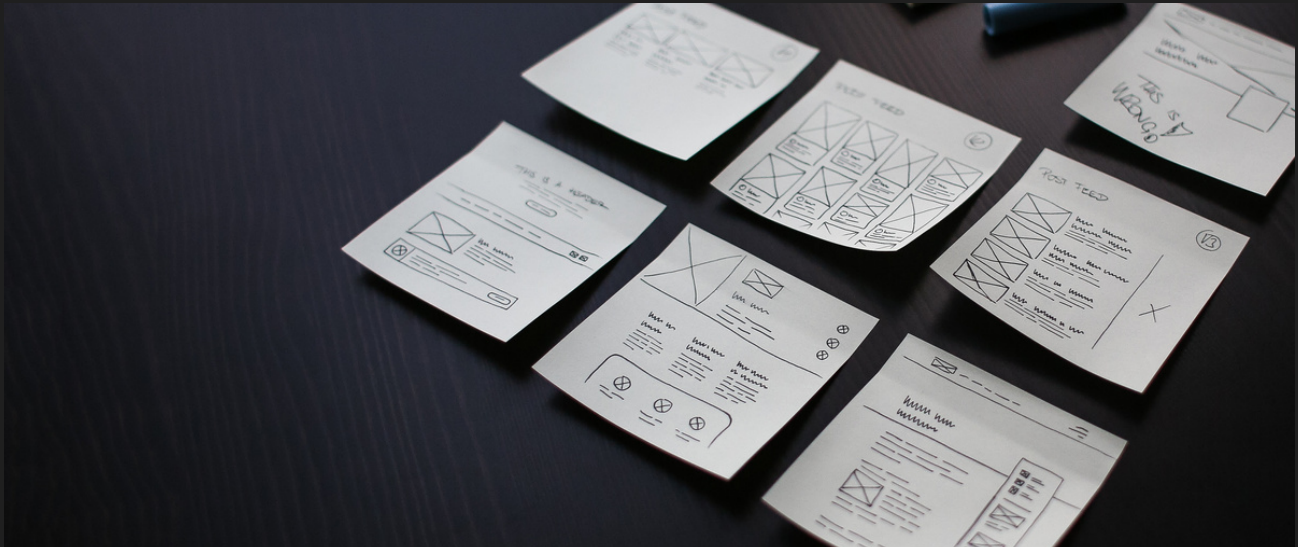
About



Minimizing the Time to Value (TTV) upon joining a new organization is crucial for establishing a foundation for a successful and enduring partnership between you and the organization. It is imperative to dedicate the initial 90 days to strategize on how to generate both immediate and sustainable contributions. This necessitates a systematic approach to swiftly assimilate the essential knowledge, confirm the accuracy of this knowledge, and strategically plan for future initiatives.



Goals & Objectives



01

Cultivate strategic relationships within your organization, alongside engagements with clients and partners.

02

Comprehend the existing challenges and ascertain the areas and methods through which you can contribute value.

03

Address any knowledge gaps you discover and validate your assumptions.

04

Develop OKR's for months 4-12, gain internal buy-in, and execute on your plan.



Learn: Days 1–30



During the initial 30-day period, it is imperative to immerse yourself in the organization by engaging extensively with colleagues, clients, and partners. This phase should be utilized to forge strategic relationships throughout the organization, map out both the formal and informal leadership frameworks, deepen your understanding of client needs, and comprehend how partnerships bolster organizational success.

- Arrange and conduct meetings with representatives from each internal department to introduce yourself and establish connections.
- Engage with key clients to understand the foundations of their loyalty and what makes your organization their choice.
- Assess the significance of existing partnerships in contributing to both your personal growth and the organization's objectives.
- Identify the principal decision-makers within your organization, recognizing both official and unofficial influencers.
- Determine individuals who may have an impact on your career progression, including those considered as informal leaders.
- Cultivate both professional and personal rapport with your team members to foster a cohesive working environment.
- Based on your key learnings, compile an initial summary of the prevailing challenges confronting your team, the company at large, clients, and partners, aiming to identify areas for immediate and strategic improvement.

Validate: Days 31–60



During your first month, you engaged in comprehensive discussions with your internal team, customers, and partners. This period was crucial for posing numerous inquiries and beginning to form preliminary hypotheses about the operational dynamics of the organization, customer requirements, and the contributory role of partners in achieving organizational success. In your subsequent month, it is essential to dedicate efforts towards corroborating these initial hypotheses and pinpointing any deficiencies in your knowledge and comprehension.

- Develop a comprehensive process diagram that delineates the interactions between your department, other departments, customers, and partners.
 - Ascertain both existing and potential challenges within the current operational framework.
 - Convene with leaders of various departments, alongside customers and partners, to confirm the accuracy of your operational assumptions.
- Compile a delineated list of pivotal tasks, essential skills, and yearly goals that are imperative for your department's success in aligning with the broader objectives of the organization.
 - Seek affirmation of these hypotheses through discussions with your supervisor, colleagues, and departmental leaders.
- Strategize your organization's "right to win" by analyzing your competitive edge within the market and ensuring your product roadmap remains supportive of this advantage.
 - Engage with customers to affirm this strategy, identifying any potential risks or concerns.
 - Disseminate these insights throughout the organization.
- Validate your comprehension of the prevalent challenges confronting both the organization and the industry at large, and strategize on how you can positively influence these areas.



Plan: Days 61–90



Having engaged in thorough inquiries, acquired substantial knowledge, and corroborated your understandings with internal teams, customers, and partners, you are now poised to formulate a strategy that resonates with the organization's requirements, ready for implementation. The development of this plan need not span an entire 30 days; however, it is crucial to undergo a process of validation both internally and externally to ascertain the completeness of your strategy. By the month's conclusion, you should possess a comprehensively documented plan that outlines your pathway to success, the value you will bring to the organization, achievable goals and objectives, the support and resources you require, and any anticipated risks.

- Summarize the key insights garnered during the initial 60 days.
- Emphasize the strengths and risks that have been identified.
- Construct a proposal for the upcoming 4-12 months, detailing how your initiatives will contribute to the achievement of the organization's goals.
- Specify the assistance and additional resources necessary for your success.
- Identify any existing performance or competency disparities.
 - Design a strategy to bridge these gaps, including the support needed from other departments.
- Present your strategy to your supervisor, seeking their feedback and making necessary adjustments.
- Introduce your plan to departmental leaders critical to the success of your strategy to secure their endorsement.
- As appropriate, communicate your plan to customers and partners, ensuring their alignment and support.

Conclusion



In conclusion, after a diligent period of questioning, learning, and validation with internal teams, customers, and partners, you are now equipped to formulate and execute a strategic plan aligned with the organization's needs. This plan, developed through a comprehensive understanding gained in the initial stages of your tenure, is designed to enhance organizational success by leveraging your unique contributions. Key elements of this strategy include:

- **Summarization of Insights:** A detailed review of key findings from the first 60 days, emphasizing identified strengths and risks.
- **Strategic Proposal:** A 4-12 month strategic proposal that outlines how your efforts will advance the organization's objectives in your first year.
- **Resource Identification:** A clear outline of the necessary support and resources required for the successful implementation of your plan.
- **Competency and Performance Gaps:** Identification of any gaps, with a detailed plan for addressing these through internal support and external resources.
- **Stakeholder Engagement:** Presentation and validation of your plan with your supervisor, departmental leaders for buy-in, and sharing with customers and partners as appropriate.

This methodical approach ensures a well-rounded and validated plan that not only identifies a path to personal success but also aligns closely with the organization's broader goals. Through strategic planning, collaboration, and continuous feedback, you are poised to make a significant impact within the organization, setting the stage for sustained growth and achievement.