

# 130 Day Summary Sheet

*Your leadership journey at a glance*

What began as onboarding becomes a rhythm.



Phase	Focus	Key Actions	Outcome
<b>-30 to 0</b>	<i>Deep dive &amp; preparation</i>	<ul style="list-style-type: none"><li>• Review data</li><li>• Request KPIs</li><li>• Analyze people patterns</li></ul>	<i>Initial perspective document</i>
<b>0 to 30</b>	<i>Build trust &amp; connection</i>	<ul style="list-style-type: none"><li>• Meet stakeholders</li><li>• Listen</li><li>• Observe culture</li></ul>	<i>Relationship map &amp; insight list</i>
<b>31 to 60</b>	<i>Test &amp; align</i>	<ul style="list-style-type: none"><li>• Asking probing questions</li><li>• Refine assumptions</li><li>• Make people decisions</li></ul>	<i>Strategic themes outline</i>
<b>61 to 90</b>	<i>Execute &amp; build momentum</i>	<ul style="list-style-type: none"><li>• Deliver quick wins</li><li>• Communicate</li><li>• Codify vision</li></ul>	<i>Vision &amp; strategy document</i>

## Looking Forward

- *What momentum will I sustain?*
- *Where do I need to reset?*
- *What will success look like 130 days from now?*