

10 Mistakes Executives Make Entering a New Role



1. Stepping out of learning mode too soon

Transitions are a unique opportunity to learn, inquire, and determine how to contribute. Absorb and take in all the information to make more informed decisions. Reflect on what you've learned. Before moving too quickly, look at all the options and scenarios.

2. Becoming isolated and failing to build trusting and solid relationships

Make getting to know people your top priority. While you might be meeting many people, could you be isolated from the true conversations? Develop open lines of communication. Meet all your stakeholders. Listen and learn.

3. Making changes without sufficient understanding about how work gets done

Understand the organization's current culture and work patterns before you start to make changes.

4. Thinking you can move in a different direction from your boss

Forge a strong relationship with your boss, and align your thinking and actions.

5. Disregarding the social and political aspects of the organization's culture

Every business has its own culture and ways of working. Understand and be aware of the dynamics of social interactions and office politics in the organization, so that you can better move through these situations for the good of the organization.

6. Saying one thing and doing another

Ensure that your messages are consistent, and follow through on commitments. Find ways to be authentic. Articulate and demonstrate how you lead. Pay special attention to aligning your personal brand, values, and leadership approaches with the business situation.

7. Depending too much on what worked in the past

Do not assume that what you did in the past will work in your new position. As needed, expand your skills and learning to succeed in this new business situation.

8. Failing to build new leadership skills

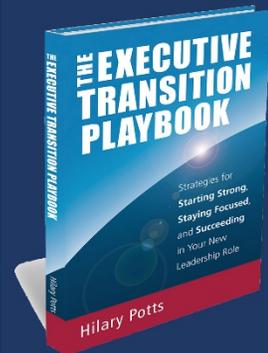
Match your leadership skills and practices to how you need to lead in your new role. Surround yourself with others who have skills and talents that complement yours.

9. Talking too much about your previous company

People will wonder why you left your previous company if you continue to talk about how great it was.

10. Acting without a clear plan

Develop an Executive Transition Playbook to set a strategy and structure for capturing and sequencing critical actions.



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ABOUT HILARY POTTS

As a trusted advisor and leadership strategist, Hilary guides executives to take delicate, complex situations and map out strategies to turn challenges into non-events. She works closely with executives to create solutions that fit both the business and the leadership. Her work spans diverse industries, around the world. As a result, the direction is clear and people work together to make better decisions and execute plans more efficiently. Through teamwork, building trust and constancy of purpose, leaders go beyond what they thought was possible. Visit <https://www.hilarypotts.com> for more information.