



3 Minute Mentor

Episode 44: Show Notes

Episode 44: Book Club 3 - The First 90 Days.

Whenever you get a new job you know first impressions matter.

Michael Watkin's – "The First 90 Days" can help.

He has ten great chapters to think through – I want to focus on just three.



Chapter 2: Accelerate Your Learning

You need to take the first 30 to 45 days listening hard

Try to avoid making too many decisions and people who test you to make them without data.

The book suggests you ask questions about the past, present and future.

He also says talk broadly to anyone who may have an opinion.

When I do this I try and collect as much data as possible – both quantitative and qualitative.

Chapter 7: Build Your Team

Test your whole team on: competence, judgment, energy, focus, relationships and trust.

Not only what they can do today but also will they be able to help you with your agenda.

Then you should think about restructuring the team.

Few leaders restructure too quickly but many take too long to make the people changes.

Wait too long and change becomes too hard.

Chapter 8: Create Coalitions.

In this chapter he suggests that you look for supporters, opponents and convincibles.

You need to engage the supporters, naturalize the opponents and spend time with the convincing.

These may be from within or from outside your team, your company and the industry.

Your network is always important – now is the time to build and utilize it.

Bottom Line: All 10 chapters make a good read and I focused on three for the sake of getting you interested in the book. As it says on the side-jacket cover "the president gets 100 days to prove himself, you get 90."

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