

Maximize Your Executive Impact

Top 10 Pitfalls Made by New Executives:

1. Neglecting to clearly define roles, responsibilities, and success criteria with their leader at the onset
2. Misjudging how their personal brand and leadership style may be perceived
3. Introducing plans without understanding the current landscape, especially any potential FEUD: Fear, Ego, Uncertainty, Doubt
4. Failing to conduct one-on-one meetings with team members and peers within the first two weeks of starting new position
5. Ignoring insights from key stakeholders (customers, partners, and suppliers) when assessing current state and future needs
6. Presuming everyone is already aligned with their vision, or not communicating it clearly
7. Underestimating the impact, experiences, and culture established by previous leaders
8. Prioritizing data and targets over people, or vice versa, forgetting to listen and learn
9. Overlooking the need for timely, ongoing, and effective communication regarding organizational changes
10. Focusing leadership development efforts only on top talents, rather than the entire team

E, EQUALS WHY LEADERS SUCCEED



E3 Methodology

EXPRESS: Communicate the ideal vision of the 'end state' along with the Why/Purpose

ENGAGE: Connect with the people you want to influence for success

EXECUTE: Define the steps and measurements to ensure it happens

EMOTIONS: Demonstrate the human, personal, and emotional qualities to be vulnerable, committed, and without FUD (fear, uncertainty, and doubt)

You never get a second chance to make a first impression.

The thrill of embarking on a new role, paired with the urge to swiftly prove oneself, can sometimes eclipse the strategic significance of a successful onboarding period. To avoid common pitfalls, it's vital to grasp the organization's nuances, connect with key players, understand the business and its hurdles, and avoid hasty decisions. Instead, take time to listen, learn, and earn your team's trust. It's a balancing act that demands courage, curiosity, resilience, and most importantly ...

... it requires a well-executed plan. Our **FREE 90-Day Executive Onboarding Checklist** is designed to support new executives in navigating their roles effectively, steering clear of common challenges, and setting themselves up for success.

For personalized guidance and a customized Leadership Playbook, consider exploring our **90-Day Executive Onboarding Program** below.



AS A SELF-AWARE PERSON, CONTINUOUSLY STRIVING TO ELEVATE MY LEADERSHIP CAPABILITIES, THE E EQUALS WHY COACHES ARE AMAZING BECAUSE THEY PROVIDE ME WITH THE PERFECT AMOUNT OF VALIDATION, INSIGHT, ENCOURAGEMENT, AND ACCOUNTABILITY (A 'KICK IN THE ASS' WHEN NEEDED).



90-Day Executive Onboarding Program

PERSONALIZED COACHING:

- **MONTH 1:** Weekly 1-hour coaching calls
- **MONTHS 2 & 3:** Bi-weekly 1-hour coaching calls
- **ONGOING:** Support via phone and email on specific questions and issues during the 90 days

DELIVERABLES and OUTCOMES:

- **INTERACTIVE WORKBOOK:** Strategic roadmap for success designed to facilitate learning, planning, and execution through structured content, exercises, and activities
- **PROFILES:** Clarity 4D and E3 Leadership Profile
- **ASSESSMENTS:** Leadership experience, qualities, competencies, blind spots, and opportunities
- **COMMUNICATION PLAN:** Day 1 Communication and Announcements
- **ONBOARDING PLAN:** Structured framework to accelerate integration and effectiveness
- **LEADERSHIP PLAYBOOK:** Personalized guide with principles and practices for effective leadership



www.eequalswhy.com
keastwood@eequalswhy.com
+1 917-628-1927

**REQUEST THE FREE
90-DAY EXECUTIVE
ONBOARDING
CHECKLIST:**

REQUEST

bit.ly/onboardcheck



E EQUALS WHY