

This is an example of the 'Initiate' Lesson 1 resource center. Each lesson is supported by a lesson video, paper, slide deck, case studies and an action plan.



## INITIATE

### LESSON 1: SURGE EARLY WITH PROACTIVE OUTREACH TO A BROAD, CROSS-BOUNDARY NETWORK

Integrate rapidly by pursuing a broad network in the first 60-90 days. Build relationships across functions, expertise, locations and perspectives to get a full view of the people, the work and the challenges in your new context. Connect with people in ways tailored to their role and needs.

#### Core strategies:

- Identify people in 5 categories: 1) *formal leaders*; 2) *stakeholders/customers*; 3) *colleagues in functional or support roles*; 4) *teams/direct reports*; and 5) *peers*.
- Set a meeting with each to learn about their context, role and needs—not for an immediate request.
- Tailor interactions based on the person. Learn how they prefer to work; offer help; build rapport.



LESSON VIDEO



LESSON PAPER



LESSON SLIDE DECK



CASE STUDY: Rick



CASE STUDY: Sienna



MAKE AN ACTION PLAN