

NEW
PROGRAM

The First 90 Days

ACCELERATE
YOUR
LEADERSHIP
TRANSITION



1st
WORLDWIDE
OPEN PROGRAMS
6 YEARS IN A ROW
Financial Times | 2012-2017



Overview

When you're a leader taking charge in a new role, your early actions have a decisive impact on your success or failure. Whether you're joining a new business or moving within your company, you need to get up to speed rapidly and create momentum in your new position.

The First 90 Days® program guides you in creating a roadmap for navigating through this critical, challenging time. You will thoroughly assess the situation you've inherited, including the business challenges, your new team, the culture, and the stakeholder environment. Then you'll define your strategic direction and plan how to align expectations, reshape your team, create alliances and secure "early wins".

This highly interactive learning journey runs over 2 days. You'll leave with a detailed action plan for the next 90 days, so you can create the momentum you need to succeed.

Program benefits

- Take stock of your situation and identify the key challenges
- Align with your new manager(s) and other key stakeholders
- Establish direction for yourself and your organization
- Assess, reshape, align and accelerate the team you have inherited
- Build alliances to support your key initiatives
- Identify opportunities to create momentum by securing early wins

Participant profile

You're an experienced leader who either recently has taken a new role, or soon will do so. You'll get the maximum value from this program by taking it before the end of your first four months. Although it is designed for leaders who are taking charge in new roles, this program is also ideal for those who are taking over new teams or who want to take their existing teams in new directions.

The diversity among program participants – in functions, industries, cultures and countries – creates an enriching learning journey, full of new perspectives. You and your peers will be sharing resources and experiences for the rest of your lives.



Program Director

Michael Watkins

Canadian

Leadership and

Organizational Behavior

PhD Harvard University

Bestselling author of *The First 90 Days®: Proven Strategies for Getting Up to Speed Faster and Smarter*

To find out more about this program, visit www.imd.org/first90days

Content & learning

The First 90 Days® learning journey consists of pre-program, program and post-program elements that you can arrange over 2-3 months. And you'll spend only 2 days out of the office.

Pre-program

On registering, you'll gain immediate access to The First 90 Days® Resource Portal and its eLearning Launch Resources. This includes introductory videos providing an outline of the journey ahead.

Two weeks before the program starts, an online launch with Program Director Michael Watkins gives you a more detailed overview of the program and The First 90 Days® Transition Roadmap® framework. This will orient you, regarding your pre-program case studies and reading assignments.

Program

Over the 2 days, you'll explore in depth the First 90 Days® Transition Roadmap® framework and toolkit and apply it. By analyzing your transition challenges and defining your goals (for you, your teams and your organization), you'll design a plan for your next 90 days and identify ways to deliver results immediately. This learning journey is highly interactive, offering you case discussions, assessment exercises and peer coaching.

Post-program

For 3 months after the program, visit the First 90 Days® Resource Portal to review its videos and articles, and to share questions and ideas with other participants. Reinforce the key concepts you've learned, assess your progress and adjust your approach by attending a 60-minute reconnect session with the Program Director.

8 steps to successful leadership transition			
1 Understand your challenges, assessing your strengths and weaknesses.	2 Accelerate your learning, defining your learning goals and building your plan.	3 Match your strategy to the situation, identifying the types of changes you'll lead and setting priorities.	4 Gain alignment, establishing relationships and planning your first conversations with key stakeholders.
5 Establish direction, for you, your team and organization, by defining goals, strategy and vision.	6 Build up your team, by assessing, reshaping and aligning it, to achieve improved performance.	7 Secure early wins, efficiently and effectively, by identifying promising ways to create momentum.	8 Create alliances to support your key initiatives by leveraging a network of advisors and counselors.



High-impact results

Making a difference to you

+81%

have become a more effective leader

have successfully applied the new learning to their job*

Survey of 2,050 alumni **6 months after attending an IMD program (2015–2016)*



Participants' aims achieved

Financial Times rankings 2017



“The First 90 Days® undoubtedly is the most useful leadership program I’ve taken in my professional life. At every key transition of my career, I’ve drawn upon the methods I learned, reflectively and practically. Furthermore, I use the concepts and tools to help every new employee I hire to onboard and integrate successfully.”

Claudie Allaire

Site Director and Business Development |
Teoxane Laboratories | Switzerland



Location

The beautiful IMD campus is situated in Lausanne, known as “the Olympic capital”, Switzerland. The city nestles between hills of vineyards and the shores of Lake Geneva. It is only 40 minutes by road or rail from Geneva International Airport.

Dates & fee

Duration: 2 days

F90D	November 1–2	2017*
F90D 1	March 14–15	2018*
F90D 2	June 19–20	2018*
F90D 3	September 14–15	2018*
F90D 4	November 13–14	2018*

Fee 2017: CHF 3,900*
CHF 3,500* for IMD alumni

**The program fee includes pre- and post-program support.
Tuition, teaching materials and lunch are also included.**

*IMD reserves the right to modify the program dates, location and fee at any time.

Talk with us

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Apply now

www.imd.org/f90d



IMD is ranked **1st** in open programs
worldwide – 6 years in a row.
Financial Times 2012 – 2017

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Developing leaders
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Impacting your future



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