



The New Leader's 100-Day Action Plan: How to Take Charge, Build or Merge Your Team, and Get Immediate Results

George B. Bradt , Jayme A. Check , John A. Lawler

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Entering a new leadership role? Leading a reorganization or integrating teams?

Get better results faster by building and implementing your 100-Day Action Plan

Your first 100 days in a new leadership position are critical, as they set the foundation for your team's success going forward. *The New Leader's 100-Day Action Plan* helps you start gaining traction even before your first day in a new job. The playbook gives you a concrete strategy for getting a fast start—engaging the culture, setting direction, aligning the team, avoiding common missteps, and delivering results. This new fourth edition has been updated with new graphics and downloadable tools, and expanded with new information learned from real-world clients over the past twelve years.

Many organizations, regardless of size, industry, or geography, realize that it is strategically imperative to effectively onboard leaders into new roles and combine teams during M&A and reorganization. New thinking for new teams provides ways to get quick results with key business initiatives, and new discussions on cultural fit and evolution to help you better contribute to your organization's success. Updated stories and case studies provide real-life glimpses at how successful leaders navigate tricky situations, and extensive online tools point you toward additional resources as the need arises.

40 percent of new leaders fail within the first eighteen months on the job. When a new leader drops the ball, it's at the expense of the team, the organization, and the leader's track record. Successful leaders start leading and delivering immediately. This book shows you how to start getting results right away and dramatically increase your chances for success—by systematically shaping your leadership with intent.

Take control from the start Expect the surprises and avoid the mistakes Manage your message and shape culture Set direction and build an aligned leadership team Fuel momentum and deliver results

Your new leadership role begins the moment you accept the offer, the deal is done, or the re-organization is announced. *The New Leader's 100-Day Action Plan* gives you a concrete framework for successful leadership and a clear roadmap to the critical first 100 days.

The New Leader's 100-Day Action Plan: How to Take Charge, Build or Merge Your Team, and Get Immediate Results Details

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From Reader Review The New Leader's 100-Day Action Plan: How to Take Charge, Build or Merge Your Team, and Get Immediate Results for online ebook

Steve says

This book is highly useful and straightforward. The content is focused on developing an effective plan and why, with a minimum on filler stories and narratives which serve to stretch most business books to a requisite number of pages to qualify as a "book" instead of an article. There is an overall summary, as well as summaries for each section and chapter.

Lori Grant says

A should-read book new managers, executives, and entrepreneurs.

Matt says

Great "cookbook" format that offers practical step-by-step advice to managers newly hired or promoted. Most interesting is how this book stresses accountability on the new hire to create his or her own best onboarding experience, rather than leave it to the employer.

Crissman Loomis says

Fantastic book on the most important actions to take as a leader in a new job. Read this before starting your new job, or you'll regret some of the things you'll realise you could have done to improve your position. The book marks the the big winners that often people don't do, like meeting with the key stakeholders before your official first day.

Just the approach to weekly staff meetings alone is worth reading the book for. I can't wait to implement in my company.

A must read for all executives.

Ezgi ?? says

Great tool for new leaders. It gets into every detail you will need for your new position. I would recommend getting when you start your job hunt- it gives good insight to interviews and understanding of the company you want to work for.

Caroline Gordon says

Fabulous book, put this on your must read list if you are looking for a job or about to change jobs. It has the best interview advice I have read anywhere, and lots of advice for leaders of all levels. It is suitable for front line managers as well as executives. There is specific advice to follow before you start and during your first 30, 60 and 90 days on the job.

Christopher says

I am using this book as a guideline to getting a better job in my field. So far it has offered nothing but excellent advice on securing a job, negotiating a salary, and how to spend your first 100 days on the job to secure a solid long term position with the company.

I would read this in Junior year of college so you are prepared before entering the job market. I showed this book to a few people who were upset they missed out on such useful information.

Omar Manejwala says

I actually bought this book prior to starting a new senior level leadership role and found it to be extremely helpful. The advice is very practical and I found that sticking to the recommendations made my first 100 days very successful. I would recommend this, with the caveat that if you are starting a new leadership position, particularly large organization/senior level, that you finish reading it well before you start, even before you interview.

Phillip Elliott says

There are some great ideas and thoughts in this book. I am happy to have read it. It was light on preparation ideas. How does one research and plan, and I thought it was long on the actual implementation or execution. The Book had good information about communications. I liked the information even though one could argue that its old information that was covered better someplace else. I would argue that good ideas are worth repeating, and this is the right place to express those ideas.

Patrick says

This book is pretty much just as the title says. It's a self-onboarding guide for people moving into a new leadership position. At this, I felt it was both too detailed and not detailed enough.

It was too detailed in that there were many detailed plans that seemed like they may fit certain situations, but definitely not others. It was not detailed enough in that many steps in the plans were distressingly high level.

A couple of minor gripes: this falls into the category of business books that comes up with an acronym for everything: P3 = People-Plans-Practices. 5Cs = Customers, Collaborators, Capabilities, Competitors, Conditions. BRAVE = Behaviors, Relationships, Attitudes, Values and Environment. ADEPT = Acquiring Developing, Encouraging, Planning and Transitioning. And so on.

Also, the book really seems aimed at new hires. There is an appendix about promotions and lateral moves within the same company, but the book gives short shrift to items like overlap with the current manager, solving pre-existing trouble, or overcoming your past history. (It touches on some of them, but very superficially.)

Overall, there was some good info here, especially the bit about how there are really only three interview questions*, but I felt that this book was aimed much more at newly hired executives and not as much at promoted mid-level managers (which is what I was hoping for). Might be good for you, less so for me.

Brandon Guse says

Great book for new leader's or already experienced leaders that need a refresh as they start a new position. I read this book, as I start each new position to remind me of key strategic areas and focuses to have with my new role. Lays out a plan for first 30 days, 45, 100 days, etc. to walk you through the process. I use many of the suggestions to help with fuzzy front end start time and throughout the first 100 days. Worth the read and happy I was given this book 10+ years ago by a recruiter as I started my first leadership role.

Todd McKeever says

I truly enjoyed this book with all of its goodies in there and a very well thought out agenda of making maximum use of the start of each experience.

I found this to be a good book to read along with "my first 90 days" book as well. Check out the web site to get free all the graphs etc that we're mentioned in the book.

The Lion King says

Practical and clearly drawn from real life experiences

As a current CEO bows moving to run another organisation, I found this book incredibly insightful, I formative with real life solutions and suggestions. My only regret is that I wish I had found it sooner before I became CEO for the first time. Highly recommended

Beverly McCall says

As part of new job I took, this book was on the reading list. New Leader's 100-day Action Plan by Bradts, Check & Pedraza wrote this guide to assist executives in their transition into their new leadership role. They introduce the reader to a new lens that looks at their strengths and their challenges. They go a step further

and provide case studies and advice as well as sample planning tools. The culminating activity that the reader walks away with is a 100-day Action Plan. In some circles this is referred to as an Entry Plan. This tool allows the reader to set goals, monitor implementation and then the reader can use it in their reflection and self-monitoring of their personal growth.

Brenda says

Very clear, practical guide on stepping into a new leadership role. Gives you worksheets and tools to actually implement the principles and lays out what to do before day 1, day 30, day 60, and day 100. Great tool!
