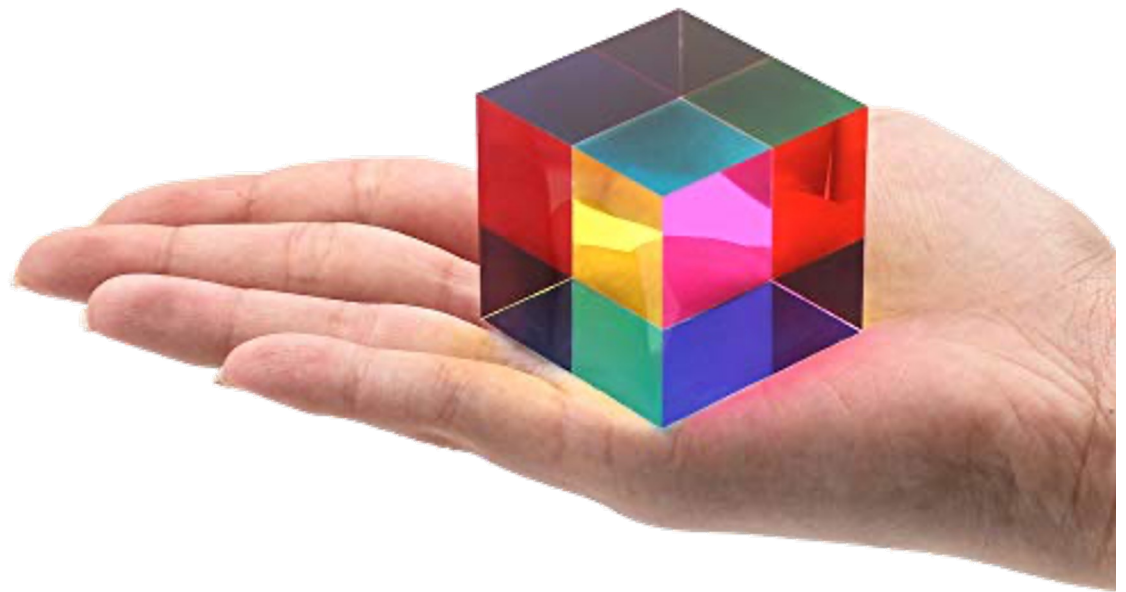


A Blueprint for Effective Leadership

How to succeed with

Your 100-Day Plan



The Heart
Creating valuable insight

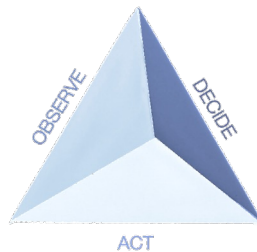
Be true to yourself



...and stick to your plan

Congrats on your new job. Embarking on a new leadership role can be both exciting and challenging. As a top manager, it is crucial to hit the ground running and make a positive impact in the first three months. A well-crafted 100-day plan can significantly contribute to your success. Let us guide you.

Engage employees by collecting data about their biggest challenges



Create a strong plan targeting the main issues to be addressed, and share it

Track changes, evaluate, and adjust along the way – and celebrate the results

The Heart helps create valuable insights and formulate your objectives based on your organization's current strengths and challenges. A precise and collaborative approach is key to a successful plan. Contact us to discuss your first 100 days of success.

The road to success

A 100-day plan serves as a roadmap to guide your actions during the initial phase of your leadership. It helps you establish a clear direction, set priorities, and build momentum. A well-defined plan provides structure, reduces ambiguity, and instills confidence in both yourself and your team.

By investing time and effort into creating a comprehensive plan, you can proactively manage the challenges and opportunities that come with your new role.



How to do

1. Data Acquisition and Analysis:

- Conduct in-depth analysis and assessment of your organizational gold, including performance metrics, employee feedback, and market insights.
- Identify key trends, opportunities, and challenges as the foundation for your 100-day plan.
- Use present and empathetic questioning techniques to create a communicative space of confidentiality.
- Take advantage of advanced analytical tools like AI to extract the most valuable insights.

2. Consultation and Plan Formulation:

- Share your observations with senior management and relevant specialists and welcome their input curiously.
- Integrate your personal values, goals, and current tasks with your organization's strategic goals.
- Identify key people and resources who can help you achieve your goals.
- Set clear goals that everyone understands and identifies with – and be sure to align these with everyone involved.

3. Employee Engagement and Input:

- Facilitate workshops, team meetings, and 1-on-1 sessions to actively involve employees in the planning process.
- Encourage open dialogue, enabling executives to gain insights, perspectives, and ideas from their teams.
- Foster a culture of collaboration, innovation, and ownership among employees.

4. Communication Strategy:

- Develop a comprehensive communication strategy for effectively sharing the 100-day plan with management, the supervisory board, the organization, and every other stakeholder e.g. the media.
- Communicate briefly and concise your visions, priorities and mutual expectations..
- Prepare presentations, reports, and visual aids to convey the plan's goals and progress..

5. Progress Tracking and Evaluation:

- Establish realistic milestones, checkpoints, and KPIs to track the progress of the 100-day plan.
- Regularly evaluate the effectiveness of initiatives and adjust strategies as needed.
- Present an open and honest benchmark of data before and after you take office to demonstrate the impact of the initiatives you have launched during your first term as an engaging and results-seeking leader..
- Celebrate achievements and recognize small wins along the way to maintain team motivation and engagement.