

Oregon TECH
Student Involvement
& Belonging

2025
women in
STEM
& Allied Health
Conference

- Speed Networking
- Career Readiness
- Personal Development
- Connecting Students, Alumni
& Industry Mentors

May 16, 2025
Portland-Metro Campus
(Wilsonville, OR)
Free and open to all

Questions?
portland@oit.edu

Register and
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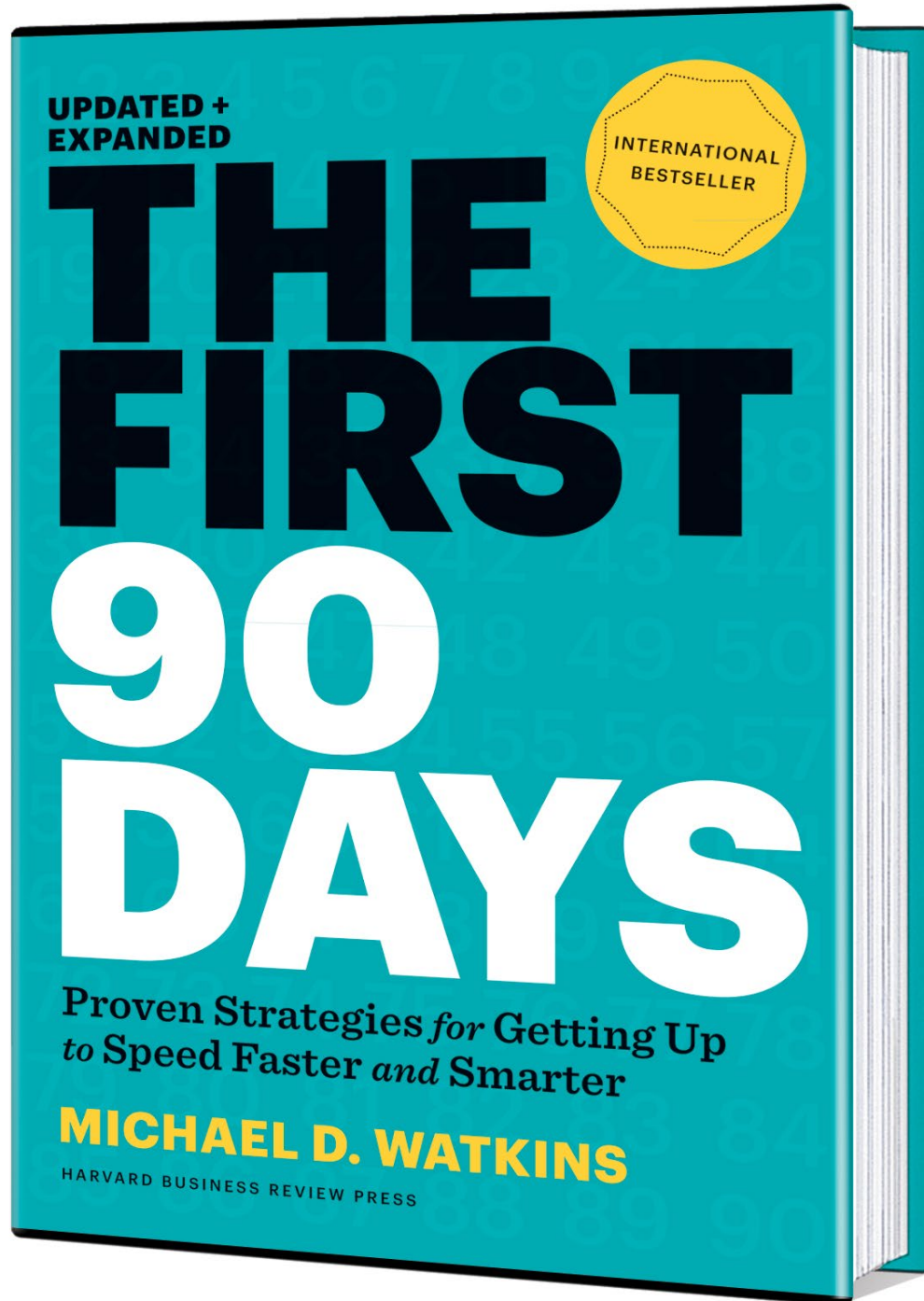


Colleen Kennedy

ASTRONICS







Campus to
Career:
**THE
FIRST
90
DAYS**



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The First 90 Days, Updated and Expanded

by Michael D. Watkins

Just Got Promoted?

Transitions are a critical time for leaders at all levels. Missteps made during the crucial first three months in a new role can jeopardize your success.

In this updated and expanded version of the international bestseller, Michael D. Watkins offers proven strategies for conquering the challenges of taking on a new role — no matter where you are in your career. Watkins, a noted expert on leadership transitions, also addresses today's increasingly demanding professional landscape, where managers face more frequent changes and steeper expectations when they start their new jobs.

Whether you're starting a new job, being promoted from within, or embarking on an overseas assignment, this is the guide you'll need to succeed in your first 90 days — and beyond.

Introduction

- Transitions into new roles are the most challenging times in the professional lives of leaders.
- Success or failure during the first few months is a strong predictor of overall success or failure in the job.
- Leaders average a major transition every 1.3 years.
 - Each year about a quarter of managers in a Fortune 500 company change jobs.
- Your goal is to reach the break-even point as rapidly as possible.

Actively plan your transitions.

Prepare Yourself

- Don't continue to do what you did in your previous job.
- Make a mental break from your old job.
- The 2 types of transitions:
 - Being promoted
 - Onboarding into a new company

Mentally promote yourself.

Accelerate Your Learning

- Planning to learn:
- Actionable insight:
- Effective learning:
 - Figure out what you need to learn so you can focus your efforts.

Match Strategy to Situation

- You have to answer if this is:
 - Starting up
 - Turning around
 - Realignment
 - Sustaining success
- Make a hard assessment of which skills will serve you well.

Negotiate Success

- Proactively establish a relationship with your boss.
 - Clarify expectations
 - What does your boss care about?
- Don't run down a big checklist.
- Under promise and over deliver
- "What exactly do I need from my boss?"
 - Help you need.
 - Successes too.

SITUATION

EXPECTATIONS

The essential conversations.

COMMUNICATION STYLE

RESOURCES

PERSONAL DEVELOPMENT

Secure Early Wins

- Keep your ends clearly in mind.
- Build waves of change.
- Focus on a few promising opportunities
 - Get wins that matter to your boss
 - Get wins in the right ways
 - Adjust for the culture

**Company culture that had to
change.**

Build Your Team

- The most important decisions are about people.
- You won't be achieving alone.
- Never criticize previous leadership.
- Your team will need buy-in for changes.

The main source of opposition comes from fear of change.

Create Alliances

- Co-workers, not just people that report to you.
- Discover the relationships
 - Whom you must influence
 - Who will support you.
 - Those with expertise, information, connections to others
- Develop your allies
 - Who shares your vision?

Manage Yourself

- Ask: How do you feel?
- Are you confident?
- Is something bothering you?
- How are the employee interactions?
- What needs to change?

Uncertainty and ambiguity could cause you to seize up.

Accelerate Everyone

- Your transition affects those around you.
- Faster transitions help the department and the company.
- Plan your first day, first week, month, 90 days
- How will you assist other new and transferred employees?

Build your support system.

Thank you.

Let's meet our panel.