

# Win The First Quarter

The Company Leader's Tips to Transitioning Well



## Win Yourself – Win Your Team – Win The Race

### Four Tips for Transitioning (See Blog Post [HERE](#))

1. Be Humble
2. Have a Plan
3. Change Your Plan
4. Own It

### 3 +1 Conversations Before You Start

#### 1. Self.

- Strengths? (StrengthsFinder 2.0, Myers-Briggs, etc.)
- Goals?
- That Which Only You Can Do?

#### 2. Down & In.

- Leader Expectations
- Values
- Vision
- Mission
- Lines of Effort

#### 3. Up & Out.

- Nest With Higher
- Help Your Peers
- Guard & Communicate Your Unit's Brand (The Character of your Organization)

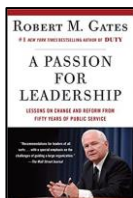
#### The #1 - Family.

- Talk About Changing Dynamics
- Make It A Family Affair
- Remember That You're Not The Only One With A Family

### Three Fights Every Day

1. **The Enemy.** In the military this enemy is hard to pinpoint but very concrete. It is a foreign entity that wishes harm. In other organizations that enemy might be something more abstract – a pervasive idea, a status quo, etc. Either way, there is an enemy out there and every day you are fighting them. Ask yourself, what am I doing today to beat the enemy?
2. **The Others.** You are carrying on a great work; you have a purpose. But there will be others within your organization or outside of it who want to engage in the leveling process. Instead of working hard or competing, they turn to critiquing and trying to bring you down. Remind yourself and your team – it's not the critic who counts.
3. **The Self.** You've heard the cliché "you're your own worst enemy." As an organization the same can be true, but it is usually because of one common human characteristic that KILLS organizations. Complacency. Every day, you have to fight back complacency and as the leader remind your team why you are doing what you're doing. Keep them hungry and focused. Vision leaks – pour back in.

### Want to Learn More? Check Out These Books:



[A Passion for Leadership](#)  
by Robert Gates



[Made to Stick](#)  
by Chip & Dan Heath



[The First 90 Days](#)  
by Michael D. Watkins