

Strategies to Conquer the Seven Enemies of Success

Please use this template to capture key insights as well as how you can apply it with a leader.

Strategies	Your Insights	Your Application
<p>1. Conquer the Enemy Within</p> <ul style="list-style-type: none"> Avoid stress behaviors with self-assessment and management 		
<p>2. Manage the Chaos</p> <ul style="list-style-type: none"> Take the time to learn comprehensively about the business 		
<p>3. Master Culture Cues</p> <ul style="list-style-type: none"> Understand observable and non-observable culture 		
<p>4. Calibrate with Your Manager</p> <ul style="list-style-type: none"> Develop a strong working relationship and clear expectations 		
<p>5. Connect with Stakeholders and Peers</p> <ul style="list-style-type: none"> Understand who matters to your success, and who has power / influence in the organization 		
<p>6. Engage Your Team</p> <ul style="list-style-type: none"> Develop trust with the team 		
<p>7. Inspire with Your Vision and Plan</p> <ul style="list-style-type: none"> Gain momentum with aligned Vision and Plan 		

Leader Success Inventory

Please read the statements in each section and rate your knowledge on a scale of 1 to 5, with (1) unfamiliar to (5) comprehensive knowledge. Also, indicate 1, 2, or 3 as highest priority areas to pursue learning in the Priority column. Indicate action items to accelerate learning toward full contribution.

My Leadership Role		Rating	Priority	Action Items
1.	I understand the strategic and operational imperatives for the business and my area of responsibility.			
2.	I possess the technical knowledge, leadership capabilities and cultural understanding that will be required of me in this new role.			
3.	I have developed a personal vision for success in this role and seek feedback to compare with my own perceptions.			
4.	I have developed an aligned vision for the future of the business that includes other leaders' input.			
5.	I have been able to effectively balance the workload in my new role with responsibilities at home.			
6.	If I experience work and life stress, I am comfortable seeking assistance to support my individual and family needs.			
Organization / Culture				
1.	I understand the organization's vision, purpose and value proposition; their alignment in my areas of responsibility is apparent.			
2.	Adequate infrastructure, technology and processes are in place to support our strategies.			
3.	When executing, the organization follows standardized processes rather than relying on individual execution.			
4.	I have developed a plan for building relationships with key customers and internal stakeholders (see Sponsor Relationships, below).			
5.	I understand how financial targets are established and how associated strategies and goals are aligned.			
6.	I understand how key decisions are made and who needs to be involved.			

7.	I understand and can navigate the organization's structure.			
8.	We have processes to recognize and acknowledge outstanding performance.			
9.	Formal and informal communication processes are clear and barriers to effective communication are removed.			
10.	The work culture is positive; inclusion, engagement and development are encouraged and supported.			

My Manager

1.	My Manager and I understand how to work best with each other regarding communication, decision making and issue escalation.			
2.	I have discussed the priorities for the business with my Manager as a starting point for my own learning.			
3.	I understand my Manager's expectations for results during the first year.			
4.	I have reached agreement for an update process to keep my Manager informed of my progress in the first year.			
5.	I understand the resources available to support my success in this new role.			
6.	I feel comfortable approaching my Manager with new ideas, issues, challenges and support requests.			

Sponsor Relationships

1.	I understand who the key strategic leaders in the organization are who have influence over my business.			
2.	I have identified sponsors who are essential to the achievement of my goals and have begun to build relationships, discuss roles, and define desired outcomes with them.			
3.	I have identified strategic advocates in the organization and have begun to seek their guidance and to share my vision for the business.			
4.	I have developed peer relationships that have potential to become trusted advisors and sponsors.			
5.	I have begun to engage key sponsors in my success as a leader in this role.			



Developing a Plan of Action

My Team

1.	I have inspired the team with my vision, seeking their input and gaining momentum to achieve results.			
2.	I have defined a communication plan and feedback processes with input from the team.			
3.	There is a high degree of trust and interdependence on my team.			
4.	I have met with my team and established expectations and a foundation for trusting work relationships.			
5.	I have assessed the talent of the team relevant to their roles and capability to achieve business results, and have the right team in place.			
6.	I have created operating rhythms for meetings and performance updates that encourages accountability, individually and as a team.			

Business Plan

1.	I have captured adequate learning about the culture and organization to create a six month Business plan.			
2.	I have established relationships essential to the success of the plan.			
3.	I understand the business and industry environment well enough to create a six month plan.			
4.	I have shared my vision and the Business Plan concepts with my Manager and key sponsors to seek support.			
5.	I have provided opportunities for input to my vision and Business plan prior to completing the plan.			

Immediate Priorities

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Aligned Vision Statement

An effective aligned vision statement:

- Reflects organization vision, mission, values and culture
- Aligns Division / Department / Individual goals with organizational strategy
- Inspires associates toward the pursuit of goals

