

A top-down view of a desk with a laptop, a coffee cup, a clipboard, and a paperclip. The laptop is in the top left corner, showing keys like 'D', 'F', 'B', 'C', 'V', 'X', and 'command'. A coffee cup is in the center. A clipboard with a paperclip is on the left. A paperclip is also visible in the bottom left corner.

# TAKEN UP A NEW ROLE? HOW TO ACCELERATE YOUR LEARNING?

5 KEY questions to ask your Direct Reports in your 1x1

# THE FIRST



So you have switched jobs or taken up a new role in your current organization?

How do you go about accelerating your learning curve?

Many leaders dive in and start talking to people - but this is not efficient and lacking of structure

Your views maybe shaped by the first few people or last few with whom you talk

Instead you should consider using a structured learning process. Imagine you plan to meet with your direct reports. How might you go about this?

This list is from this brilliant book that is called the 'On-boarding bible' - The First 90 days, Michael Watkins



**Question 1 - What are the biggest challenges the organization is facing or will face in the near future?**





**Question 2 - Why is the organization facing or going to face these challenges?**



**Question 3 - What are the most promising and unexploited opportunities for growth**





**Question 4 - What would need to happen for the organization to exploit the potential of these opportunities**





**Question 5 - If you were me, what would you focus your attention on?**

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