NEW LEADER ASSIMILATION TOOL

provided by

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The Leader Assimilation Tool is a process for opening communication channels for new or existing leadership and their staff. In the case of a new leader, it answers questions that would otherwise take up to a year to answer, and sets the stage for building individual and team relationships.

The process also speeds the process of communicating a clear vision, and therefore, maintains and/or improves overall productivity.

Time needed: 1-3 hours

For questions, advice, to have Mark facilitate the process, or to conduct a more thorough team assessment, reach out to Mark at:

mark@markkennyspeaks.com or (615) 656-0465



Step 1: Team Map

If a Working Genius assessment is included (WorkingGenius.com):

- Flip chart / virtual chart with the team map
- Add new leader's working geniuses / competencies / frustrations to the chart
- Discuss areas of overlap / concern

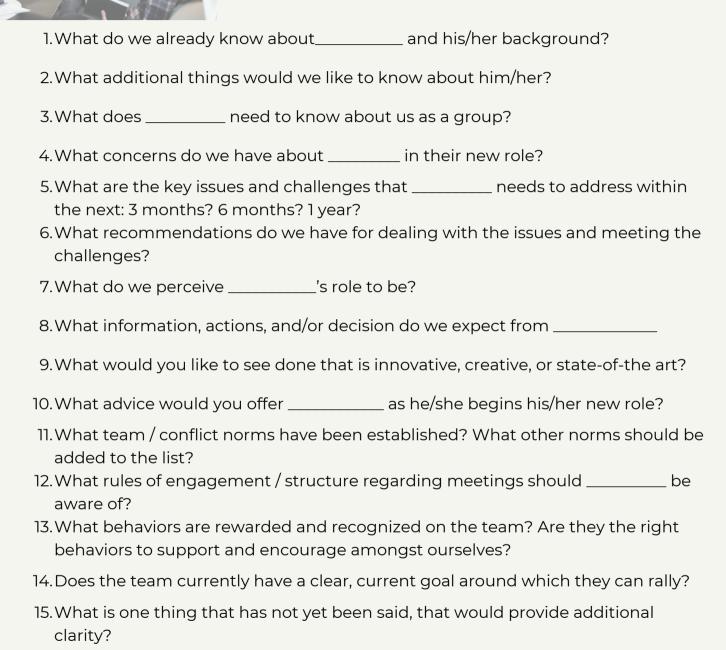
Step 2: Questions for the Team

- Break team into small groups. Have them answer the team questions. The new leader is not part of a small group (they can work on their Leader Questions; see step 3).
- Bring groups back together with the leader in the room. Have a group answer questions out loud (sometimes helpful to assign specific questions to each group). Have another group add comment as necessary.
- Give the leader the opportunity to ask questions.

Step 3: Leader's Questions

- Assign questions as prework for the leader.
- Have the leader share their answers.
- Give the team an opportunity to ask questions.





LEADER PRE-WORK

- What brought me into this position?
- 2. What are my future professional goals?
- 3. What are my future personal goals?
- 4. How would I describe my leadership / management style?
- 5. How do I like to receive feedback?
- 6. What motivates me?
- 7. How will you know I'm stressed? What do I do to handle stress?
- 8. What are my expectations for the group?
- 9. Where do I see the team / organization going? (Short-term/Long-term)
- 10. What do I expect in the way of communication/information from the group?
- 11. What are the issues/challenges I see as priorities for the next 6 months? I year?



Mark works with business and government leaders who want to confidently build cohesive teams and healthy organizations.

Mark can be reached at mark@markkennyspeaks.com or (615) 656-0465

"You have launched our team forward by 20 months"

--John Duval, Standing Stone