

[illegible]

Introduction

Why Leadership in a New Organization is Challenging

- Unfamiliarity with culture, systems, and people
- Establishing authority and trust quickly
- Adapting to the organization’s strategic goals
- Navigating the legacy of past leadership
- *Question: Which of these 4 is the most challenging and why?*

The First 90 Days: Key Focus Areas

What to Prioritize in the Initial Period

- Assessing the team and understanding existing processes
- Understanding company culture and leadership expectations
- Reviewing current credit policies and systems
- Engaging with key stakeholders (e.g., Sales, Finance, Risk)
- Setting short-term and long-term goals

Activity To Help Assess Team

- *What would you want to know about your new leader? Ask me anything.*
- *What would you want to keep the same?*
- *What would you want to change?*
- *How would you describe the current culture of your team?*

The Importance of Culture

- Organizational Culture Overview
 - What is organizational culture?
 - How culture impacts leadership and decision-making
 - Importance of understanding and adapting to the existing culture
- Questions to Consider
 - What are the unspoken rules here?
 - How can you align your leadership style with this culture?

Building Relationships & Trust

- Key Actions for Building Trust
 - Be visible and accessible
 - Show authenticity and transparency
 - Listen actively to team members
 - Develop credibility through consistent actions
- Case Study/Example
 - A real-life example of a leader who built trust in a new organization

Understanding Team Dynamics

- Building Trust and Rapport
- Get to know each team member's strengths and challenges
 - Regular one-on-one meetings
 - Establishing clear expectations and accountability
 - Cultivating a collaborative environment

Setting Expectations & Clear Communication

- Communicating Your Leadership Vision
 - Share your short-term and long-term goals with the team
 - Be clear about your expectations and encourage feedback
- Key Principles for Effective Communication
 - Be consistent and clear in your messages
 - Set up regular check-ins and feedback sessions
- Establishing a Feedback Loop
 - Creating an open environment where feedback is encouraged

Question – What have you done to successfully encourage feedback?

Aligning with Organizational Goals

- Understanding the Organization’s Strategic Goals
 - How your leadership aligns with the overall mission
 - Ensuring your team understands the broader objectives
- Effective Goal Setting and Alignment
 - Break down large goals into actionable steps
 - Use key performance indicators (KPIs) for tracking progress

Credit Policy: Review & Implementation

- Assessing Existing Credit Policies
- How to evaluate the current credit policy framework
 - Identifying gaps or areas for improvement
 - Communicating and enforcing policy changes
 - Ensuring compliance with company goals and regulations

Leading through Change and Overcoming Resistance

- Leading Change Effectively
 - Assessing the current state and identifying areas for improvement
 - Introducing changes in a way that minimizes resistance
- Techniques for Managing Resistance
 - Active listening and addressing concerns
 - Gaining buy-in through involvement and communication

Question - What are some creative ways you've found to motivate your team during challenging periods

Decision-Making in New Environments

- Key Approaches to Effective Decision-Making
 - Gather relevant data and context before making decisions
 - Empower team members and involve them in the process
 - Be adaptable, especially in uncertain situations
- Balancing Speed with Thoughtfulness
 - How to make decisions quickly while ensuring thorough analysis

Common Pitfalls to Avoid

- Pitfalls in Leading in a New Organization
 - Failing to listen and understand the culture
 - Making decisions in isolation without input from the team
 - Overwhelming the team with too many changes too quickly
- How to Avoid These Pitfalls
 - Take time to understand the organizational landscape
 - Seek feedback before implementing large changes

Question - what was the biggest pitfall you encountered?

The Role of Emotional Intelligence

- Emotional Intelligence (EQ) in Leadership
 - Recognizing and managing your own emotions
 - Understanding and influencing the emotions of others
- How EQ Improves Leadership
 - Building relationships and fostering collaboration
 - Managing conflicts and stress in the workplace

Key Leadership Traits for Success

- Top Leadership Traits for Leading in a New Organization
 - Adaptability and resilience
 - Emotional intelligence and empathy
 - Visionary thinking and clarity
 - Decisiveness and confidence
- Examples of Successful Leaders
 - Brief stories or quotes from leaders who excelled in new organizations

Building Your Personal Leadership Strategy

- Creating Your Own Leadership Strategy
 - Assess your leadership style and areas for growth
 - Set goals and milestones for your leadership journey in this new role
 - Continuously seek feedback and adjust your approach
- Action Plan
 - Develop a 30-day, 60-day, and 90-day leadership plan

Strategies for Long-Term Success

Fostering Growth and Stability

- Continuing education and professional development
- Leveraging mentorship and networking
- Creating an adaptive and resilient team
- Continuously evaluating and refining credit management strategies

Share Moment – Share a story about a great mentor and how they helped you in a new leadership role.

Conclusion

Key Takeaways

- Leading in a new organization requires adaptability, patience, and relationship-building
- Success depends on understanding the culture, clear communication, and aligning with organizational goals

Final Thought

- Leadership is a journey—take the time to learn, listen, and grow alongside your team

Q&A and Discussion

- Please share any lessons you have learned from your career

Thank You

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