⏻kppartners

Planning your IT Leadership Transition

"Transitions are times when you are most vulnerable. You lack detailed knowledge of what it will take to succeed in your new position, and you have not yet developed a network of relations to sustain you. If you don't build momentum during your first few months, you will face an uphill battle for the rest of your time on the job. That's why it's essential that you plan and manage your transition systematically. Transitioning into a new position is a learned skill."
--former Harvard Professor Michael Watkins,
author of *The First 90 Days* and *Leadership Transitions*

Preparing yourself or your team for a new senior executive position takes time. Transitioning to a new IT system would involve months of planning; why would transitioning into a new leadership position be any less important? Leaders in transition are at one of the most vulnerable times in their career, and often take unnecessary risks. Unprepared leaders stumble out of the gate. This is avoidable.

KP Partners works with IT leadership teams and individuals to teach them how to reduce the risks and increase the chance of a successful transition. Under the guidance of experienced CIOs, advisors and teachers, your IT leaders will learn a language, structure and process for preparing for their next senior role. They will create a living plan for their next move, and map out future skills, experiences and relationships critical for success in their new job. Successful senior leaders don't wait for the announcement of their new job to begin transitioning. KP Partners can show your team how to begin now.

This program is based on the work of Dr. Michael Watkins, author of *The First 90 Days*. Your leaders will:
- Diagnose the leadership situation you will inherit
- Build your learning plan
- Identify priorities to increase successful transition
- Outline key conversations with your new boss
- Learn to align IT with the strategy, structure, processes, skills and culture of your organization
- Design your team and identify critical partnerships

The Process: This program is customized for your leadership team. Typically, it is delivered to teams of 8-12 participants in a series of 90 min classes (virtual or in person), but this could also be done with a single individual over a series of personal coaching sessions. Participants prepare for the session, engage in active learning and discussions during each session, and are given an assignment to prepare for the next session. Each assignment contributes a section to their personal learning plan, the deliverable of this program. At the conclusion of the program, the participants have created their plan, which includes their roadmap for preparing for a successful transition.