



# TRANSITIONS360<sup>©</sup>

The Transitions360 is a multi-rater survey instrument used to provide candid and specific feedback to organizational leaders who are in the process of transitioning into a new leadership position. Making a good transition is critical to sustainable success. The habits and patterns that are established in the first 6 to 9 months will set the tone for years to come. Therefore, leaders need feedback early and often to be able to make small corrections while they are still early in their tenure and while perceptions are still forming. The Transitions360 is a series of three different short assessments that offer feedback about critical competencies for effective transitions at the key milestones of 3 months, 6 months, and 9 months.

## Phase 1: Three-Month Assessment

There is truth in the familiar adage “you never get a second chance to make a first impression.” Leaders in new roles need to establish themselves first by building relationships and understanding the system in which they are operating. In addition, they must adjust and adapt to the new culture and expectations inherent in their role and work to establish trust in their relationships. Failure in establishing these competencies early on makes it very difficult to transition successfully.



## Phase 2: Six-Month Assessment

By the sixth month mark, new leaders should be shifting their attention to other things. By this point, leaders should be able to describe what’s working well and what’s not in their areas of influence and articulate a compelling vision and direction for their areas of responsibility. They should have a clear sense of the employees that they lead and understand the development needs of those that report to them. They should demonstrate success in executing on performance goals and show that they can collaborate effectively with others.



## Phase 3: Nine-Month Assessment

By the ninth month and as a leader looks to finish their first year, they should be able to document the impact of their leadership. Others should describe them as significantly influential, having aligned people and driven results. They should have established clear metrics and standards of accountability for those they lead and feel confident in the abilities of those around them. In addition, leaders that have transitioned well have established systems and processes that can be replicated and sustained over time.



The Transitions360 assessment provides regular feedback and a framework to assist leaders in making a successful transition into new leadership roles within any organization.