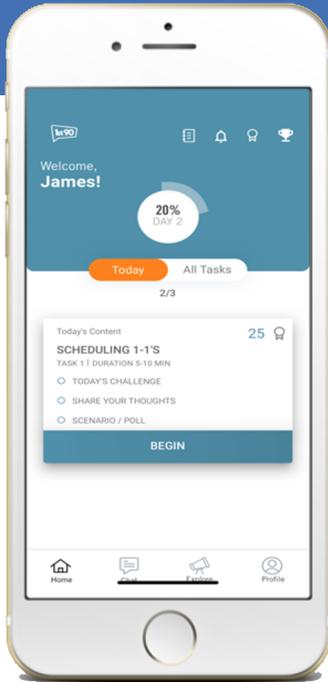




from our thought leader partners at



The 1st90 New Manager Path

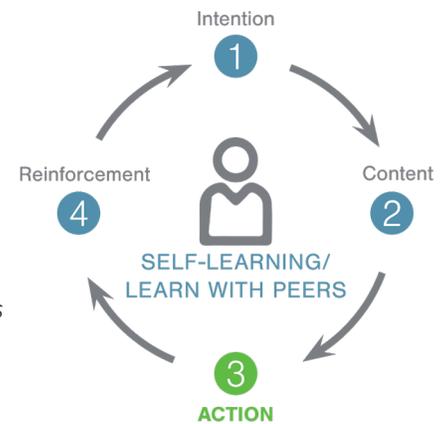
Build the skills, habits, and behaviors that accelerate time-to-performance

Key benefits

In today's world employees are rarely given a handbook to help them decode the secrets for success in any new role or career transition. With 1st90, we have a path to help new managers develop the right habits to be successful people managers in their first 30 days.

"Transition failures happen because new [managers] misunderstand the essential demands of the situation or lack the skills and flexibility to adapt to them."

- Michael D. Watkins, *The First 90 Days*



How it works:

- Gain knowledge through reading, videos and scenarios
- Take action during the working day to practice building a new habits
- Share learnings and insights with your peers

Program objectives

In their first 30 days, new managers will begin building the following habits:

- Set clear expectations
- Create alignment up and down the responsibility chain
- Create a cadence for communication in the context of your work
- Give and receive feedback
- Get to know your team at a deeper level
- Actively develop your direct reports
- Develop a learner's mindset

"Learning in the flow of work is a new idea: It recognizes that for learning to really happen, it must fit around and align itself to working days and working lives." - **Josh Bersin**

What users are saying:

"Your methodology of learning for 10 mins/day has actually changed my behavior. A new habit was created for me."

"Everyday now I spend 10 mins a day to learn or read something new. Still using the app for the frameworks and tools inside the app. Loved that everything was in my pocket! This is really important."

"Really liked the methodology. Content was really good. Tools really helped with the actions and I still use them."



Our approach to learning:

We believe training shouldn't be an unwelcome interruption but a behavioral habit that is part of the working day and focused on the tasks and requirements necessary in any new role.

Imagine learning and immediately applying what you've learned in the context of work you should be doing anyway. That's 1st90.

Target audience

All new managers

Implementation and customization

Standard 30-day paths are immediately available but can be customized for your organization's specific needs in as little as 14 days.

For additional information, visit AdvantagePerformanceGroup.com, call us at (415) 925-6832 or email contact@advantageperformance.com. Explore our complimentary resources at apg1.us/free.