

Start strong

Prepare your new managers to be successful from Day 1 with 1st90

*Help new managers
develop the right habits to
be successful.*

Program 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*

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 anyhow. That's 1st90.

The 1st90 learning methodology to build habits:

Small steps to achieve big things

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



1st 90

Build the skills, habits, and behaviors that accelerate time-to-performance in every career transition.

A proven process:

Identify habits of your top performers.

Deconstruct into daily actions.

Deliver inspiring content to activate action.

Program Objectives

In their first 30 days, new managers will begin building the following habits to help accelerate their time to performance:

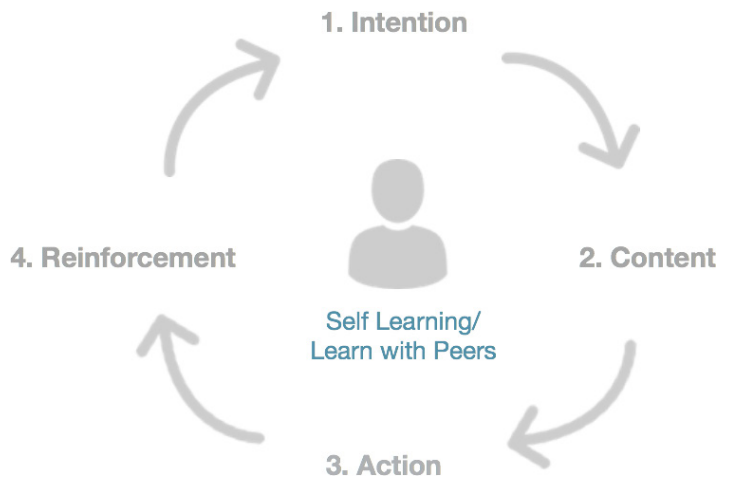
- Set clear expectations
- Create alignment up and down the responsibility chain
- Create a cadence for communication in the context of your work
- Give and receive feedback
- Get to know your team at a deeper level
- Actively develop your direct reports
- Develop a learner's mindset

Target Audience

All new managers

Implementation and Customization

1st90 has a standard 30-day experience ready for new managers to begin building the essential habits to be successful in their new role. They also offer level 1 and level 2 customization, and full bespoke experiences.



Discover how 1st90 can also help transform your teams to deliver business results FASTER.

What users are saying:

"It forced me to redirect my regular habits to ones that would provide immediate impact, and as a result, created much-needed dialogue."

"It allowed me to interact, share, and read thoughts and best practices with my peers"

"The 1st90 app provided me with a sense of connectedness knowing my peers were also on it on a daily basis."

For additional information about 1st90, visit [Advantage Performance Group](https://www.advantageperformance.com), call us at (415) 925-6832 or email contact@advantageperformance.com. Explore our complimentary resources at apg1.us/free.

