



BEFORE DAY ONE

10 Things to Consider Before You Onboard Your Next Leader

The hire is the easy part. What happens in the first ninety days decides whether it sticks.

A bad leadership hire rarely fails because the person couldn't do the job. It fails because nobody set up the conditions for them to actually do it. Run through these before day one.

- ☐ Have you told the team who's coming, and why — before they hear it secondhand?
- ☐ Does the new leader know **what decisions they can make in week one**, versus what still needs sign-off?
- ☐ Is there a real 90-day plan, or are you hoping they figure it out on their own?
- ☐ Who is their first call when something goes wrong — and does that person know they're it?
- ☐ Have you told them **what actually got the last person fired or pushed out** of this role?
- ☐ Do they know which relationships on the team are strong, and which ones need repair?
- ☐ Is there a scheduled check-in at 30, 60, and 90 days, or does "we'll see how it goes" pass for a plan?
- ☐ Have you been honest with them about the parts of this role that are genuinely hard?
- ☐ Does the team know what's expected to change, and what's expected to stay the same?
- ☐ If this hire doesn't work out, will you know by day 60 — or will you find out by month eight?

Most of this costs nothing but a conversation. Skipping it is what turns a good hire into a bad outcome.