**The First 90 Days: Strategies For Industry Fellows To Ace The Transition Into Industry**

**Preparation**
Complete all pre-employment requirements and be sure to prepare questions for your manager to establish an open channel of communication.

**Manage Expectations**
Meet with your hiring manager and senior leadership to determine what success looks like.

**Clinch Early Wins**
Aim to secure early wins in your first 90 days to build momentum to drive results in the subsequent years. Identify a problem that can be resolved in a reasonable amount of time that will lead to either process or financial improvement.

**Establish Your Brand**
Make self-management a priority - though your transition may feel uncertain, being able to manage your time and priorities independently is critical to your success.

**Get Alignment**
Identify potential areas of misalignment and develop initial plans to address them.

**Tailor Your Strategy**
Assess your new role/situation properly to develop the right plan of attack!

**Speed Up Your Learning**
Identify key learning opportunities about your new role and company to quickly get up to speed.

**Establish Workplace Alliances**
Cultivate allies and build strong, trusting, and positive relationships with those inside and outside your team. Consider asking colleagues to join you for a cup of coffee or for lunch to start a dialogue.

**Build Your Team**
Set up introductory meetings with team members as they are vital to your success.

**Accelerate Everyone!**
Failed transition can translate into real costs for the company. Therefore, successful transitions are a return on investment.

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**IPhO National Fellows Council Social Media & Marketing Committee**