



Ideas At Work:

New Manager Assimilation

The Opportunity

When a work group gets a new manager it often takes time for the new group to get up to speed and form a synergistic relationship. Some people hold back until they feel secure. Oftentimes, production suffers as people work to discover each other's communication and work styles.

The Ideas

Shoop was called upon as an outsider to help set a climate of candidness among several new workgroups. We conducted a series of meetings with the workgroups and used objective questioning to bring issues, concerns, expectations, and work style preferences out in the open.

The Results

- The sessions helped to create an environment in which leaders quickly and consistently share their performance expectations.
- A number of misconceptions were brought out in the open and clarified.
- Participants walked away with a good understanding of their team members' work styles.
- Working sessions resulted in the formation of concrete action plans and performance expectations that were developed collaboratively.