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## **TIPS FOR LEADING THE CHARGE WHEN YOU'RE NEW AT THE JOB**

- **Talent and experience are not the same things:** Make it clear that you want to learn from your new co-workers in order to head in a more positive, productive direction with their help.
- **Build relationships while evaluating the situation:** Conduct one-on-one meetings with your new team to start building valuable relationships with your co-workers.
- **Tread lightly, but carry a big idea:** Getting a new vision across without negating what has been accomplished before takes an open mind, clear communication and, most importantly, strong listening and observation skills.

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