

EXECUTIVE FRAMEWORK

The First 90 Days

How I diagnose, design, and operationalize people systems that drive business outcomes.

Every organization I enter usually has the same pattern: talented people working inside systems that weren't designed for them. The first 90 days aren't about disruption. They're about listening, diagnosing, and building systems people actually adopt.

1

DIAGNOSE

DAYS 1 - 30

- **Stakeholder Listening Tour:** 1-on-1s with every executive, every people manager layer, and a cross-section of frontline employees
- **Friction Mapping:** Identify the 3-5 systems silently draining productivity, trust, or retention
- **Data Audit:** Pull existing HRIS, eNPS, attrition, time-to-fill, and exit interview data to separate assumptions from facts
- **Quick Wins:** Fix 1-2 visible pain points to build organizational trust before proposing structural changes

2

DESIGN

DAYS 30 - 60

- **Co-Design Operating Systems:** Build new processes with the people who have to live with them, not in isolation
- **Manager Enablement:** Equip frontline leaders with coaching tools and decision frameworks they need to own retention
- **Governance & Accountability:** Install transparent reporting cadences, calibration processes, and escalation pathways
- **Technology Alignment:** Ensure HRIS, ATS, and listening platforms surface signal, not noise

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OPERATIONALIZE

DAYS 60 - 90

- **Launch & Measure:** Implement with clear success metrics, baseline-to-target dashboards, and 30/60/90 checkpoints
- **Feedback Loops:** Build real-time feedback channels so the system self-corrects before problems escalate
- **Capability Transfer:** Train internal teams to own, iterate, and improve systems without depending on me
- **Executive Reporting:** Deliver attrition cost, time-to-productivity, and eNPS trajectory in language the execs trust.

THE OPERATING PRINCIPLE

I work to build systems that do not specifically need me to run effectively. I build systems that run without me, and leave behind the dashboards and documentation that keep leaders honest after I've moved to the next challenge.

PARTICULARLY EFFECTIVE IN: DISTRIBUTED, MULTI-SITE ORGANIZATIONS · 1,000 - 10,000 EMPLOYEES · HIGH-GROWTH OR TRANSFORMATION STAGE