The IAM Leader’s First 100 Days
Set your leadership on a path to success.

Your success will depend on establishing a personal brand of credibility and building a foundation for an IAM program that focuses on business outcomes. Here’s how.

**Prepare**

10 days before to 15 days after you start

Before your start date, learn about your colleagues and staff, and draft communications to make a great first impression.

**Goals**

- Clarify your role and expectations for yourself and your team
- Start building relationships
- Define and communicate your management philosophy and approach

**Assess**

Days 1 to 30

Use this period to gain insight into the current state of the IAM program in the organization.

**Goals**

- Understand the current state of the IAM program
- See what’s working and what isn’t
- Make a list of the top 5 challenges to prioritize in the first three to six months

**Plan**

Days 15 to 45

Transform what you’ve learned during your first weeks on the job into a blueprint for action.

**Goals**

- Draft your IAM program vision
- Plan operational IAM budget for the next two to three months
- Develop interim program strategy for the first six to 12 months with a focus on two key issues

**Act**

Days 30 to 80

Deliver visible results by focusing on the two key issues in your interim program strategy and continue building the foundation of your program.

**Goals**

- Draft an IAM program charter
- Publish your interim program strategy
- Resolve or make progress on the two high-priority issues
- Continue to establish your credibility and build the foundation of the program
- Develop closer relationships with the executive team

**Measure**

Days 45 to 100

Provide evidence of your impact and use feedback to adjust actions to produce the desired results.

**Goals**

- Create an initial status report for executive management and the steering committee
- Show evidence of early progress and achievements
- Develop the foundations of an effective IAM reporting framework
- Deliver a first-quarter status report

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