



**Shoop Consulting Group, Inc.**

Achieving balance, Achieving full potential, Achieving results

## **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.