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**Accelerating your success**

Mobility Innovation Labs



# Mobility Innovation Labs

Our Mobility Transformation team, can facilitate and support with a range of Labs. The Labs are designed to specifically support organisations and their leaders understand and resolve their business challenges. Each Lab session is tailored and is unique to the participant/s, using our tried and tested methodology and our experience and thought leadership from our 10 years' experience enhancing Mobility across all types of organisations.

This document aims to provide you with guidance in relation to our **New to Role Lab**; an experience which you will find challenging, rewarding and tailored to your specific needs.



# Time, talent & relationships

## Map the next 180 days

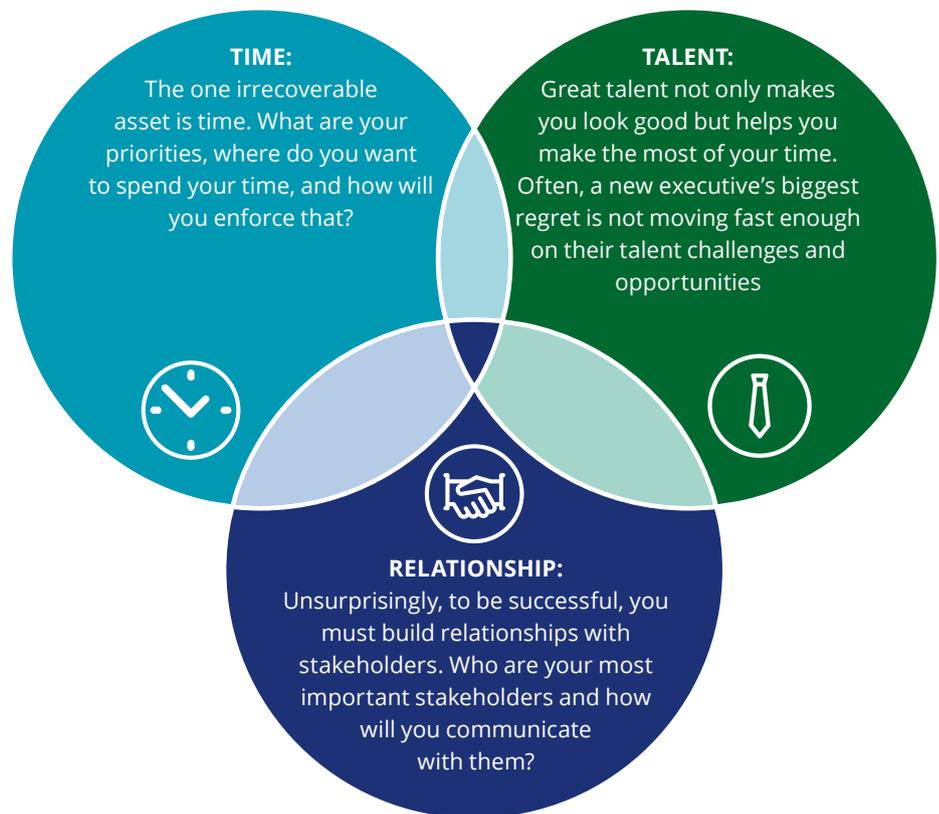
The Deloitte New to Role Lab is an experience built to ensure recently appointed Mobility leaders hit the ground running and thrive in their new roles.

Our research has revealed that the three critical resources for new leaders to effectively leverage success are their time, talent and relationships.

You will be guided through the day by two experienced facilitators as you create a bespoke plan.

Specifically you will:

- Define your aspirations;
- Consider where you spend your time;
- Assess your team and talent issues;
- Examine your relationships and influence; and
- Build your own 180 days.



# Define your aspirations

Hopes, concerns and legacy

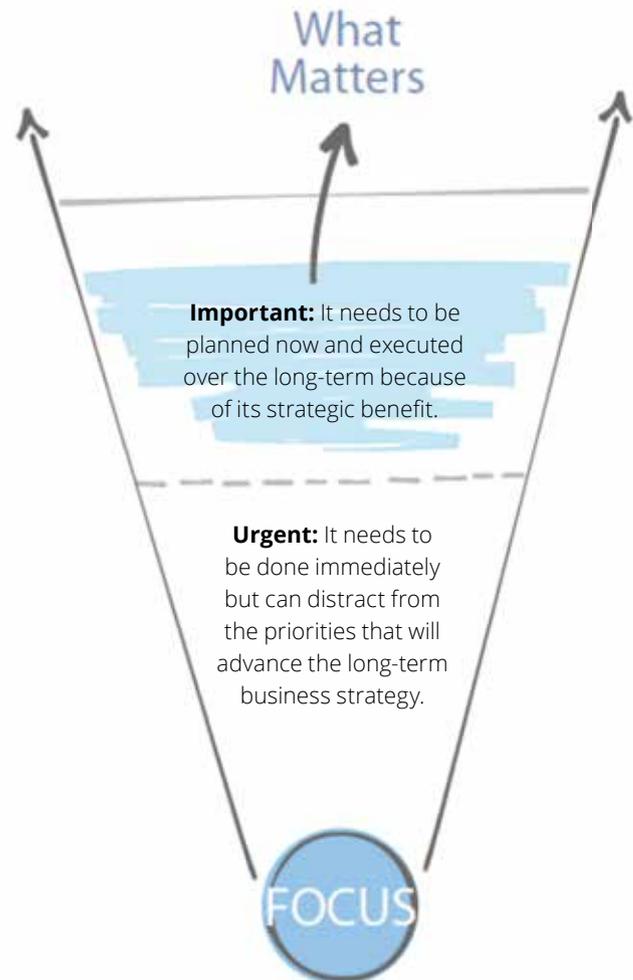
## What do you want to be remembered for?

We start the day exploring your hopes and concerns, and defining the Mobility legacy you wish to leave behind. We will also consider the same for your stakeholders. The day is then focused around making your vision a reality.

## Carrying the torch requires long-term vision that keeps Mobility strategy in sight

Too often, the urgent crowds out the important, and the things that really matter get placed on the backburner. Carrying the Mobility torch requires long-term vision that keeps the strategy in sight.

It starts by aligning where you want to go with where Mobility needs to be. Then, decisions can be made about the priorities that will advance the larger vision, the vision for which you will be remembered.



# Consider where you spend your time

## The Four Faces model

As a Mobility leader, there are endless demands on your time. The most successful leaders determine early on how to balance their time and energy across four critical roles. Based on our research with C-Suite executives, we have developed the Four Faces model, which examines the roles and responsibilities of C-Suite executives in four key areas.



The Lab addresses the Four Faces framework, helps you understand where you spend your time and where you wish to focus in the longer term:

**CURRENT% vs. FUTURE%**  
**(Time Allocation)**

# Examine relationships & influence

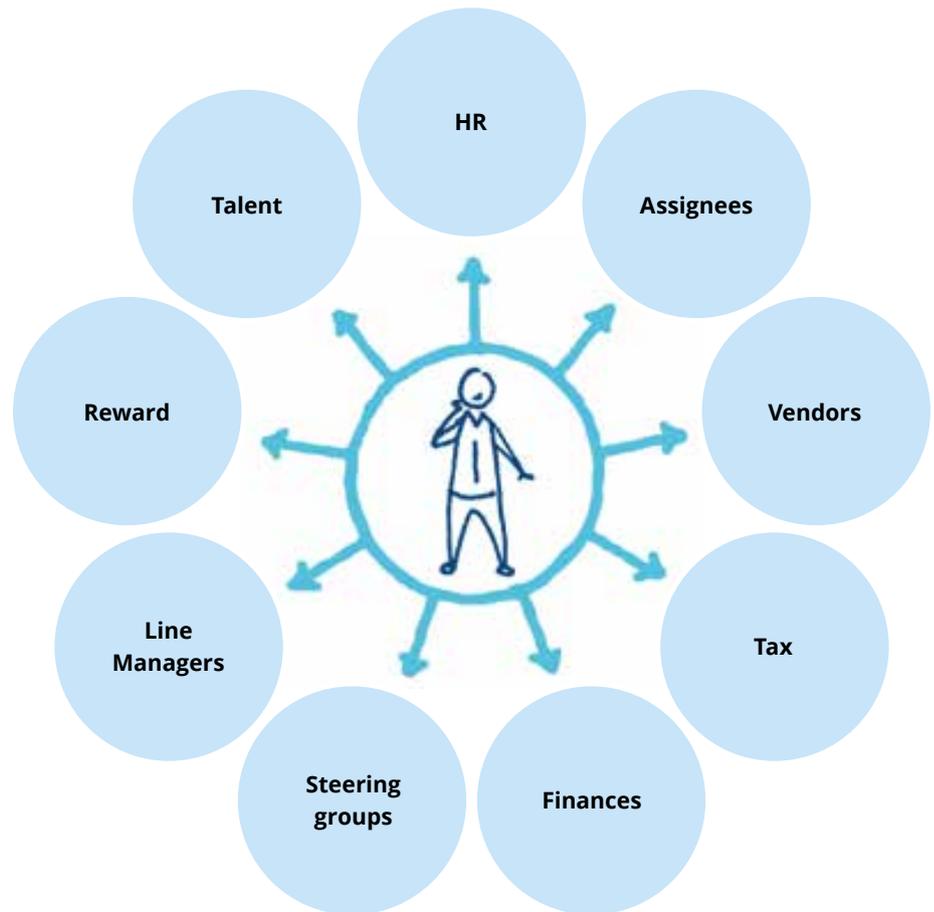
## Stakeholder analysis

From managing relationships with family to those with key stakeholders, your success will depend on having a plan.

Right away you want to connect to and establish relationships with people who matter, and then consider the major issues you will be facing with them and how these could be tackled.

In this module, you will:

- Explore **critical stakeholder's** agendas and their level of support for you.
- Brainstorm **what strategies can be used** to successfully influence them.
- Understand differences in communication styles, and learn to **adapt your communications** to the personalities of various stakeholders.
- Use insights into individual working styles and preferences to most effectively engage with stakeholders.



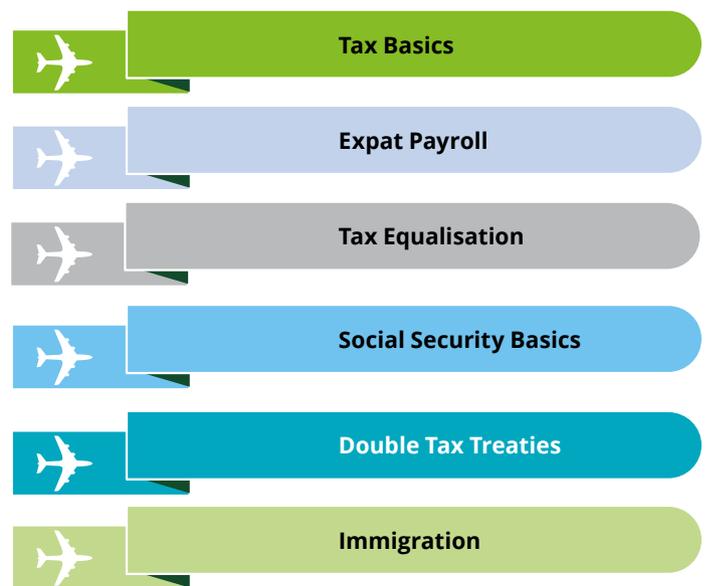
# Improving your Mobility knowledge

Learn the basic principles of Mobility to have valuable conversations with your stakeholders and to better understand their needs to holistically understand the complex nature of Global Mobility.

## Mobility Insights



## Mobility Training



# Your 180-day plan

Pull it all together



## Moving from intent to action requires a plan

Your Lab culminates in the creation of a plan that you are **confident** to execute. It is **customised** to your **top priorities** and based on the identified actions including how you will use your talent and relationships to achieve success.

The plan is populated with **relevant milestones** including issues that require immediate attention as well as longer-term priorities that are **critical** to the success of the organisation and your **legacy**.

# Stay connected



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Designed and produced by The Creative Studio at Deloitte, London. J7743