Organizational structure, norms, values, culture, etc. all have an impact on a leader’s success. Consider the new or advancing leader. As such, we are expected to learn how to effectively perform all of the important administrative and professional/technical tasks. In addition, we need to master the necessary social skills associated with early effectiveness in our new position. Below are ten “socio-political” categories’, which may influence a transitioning leader’s early (and enduring (effectiveness). These include, in no particular order, the ability to:

1. Enter into an established leader/employee “network”.
2. Sense, as well as use, appropriate communication and influence behavior
3. Sense and appropriately act on keen organizational norms.
4. Become aware of, and sensitively interact with, organizational “blockers” and “enablers”
5. Build political bridges by identifying and relating to key formal/informal power sources
6. Become known as a “go-to/can-do” individual.
7. Be perceived as a “team-player”
8. Sense key organizational issues upon which to create early vision, initiatives and value
9. Identify and appropriately respond to the requirements of superior-peers-subordinates
10. Be perceived as having organizationally appropriate ethics, values and beliefs

Please note that these are **behavioral** skill categories, not actual behaviors You likely use many of the actual behaviors (such as interpersonal communication) within each and every day. Consider:

**In your view, how important is your early effort in a new leadership role to your enduring success in the job?**

**Does the above list of “socio-political skill” categories match your sense of what is most required to help ensure a leader’s early and enduring success in a new position/role?**

**What might you add or subtract here to help insure the most effective transition into a new job?**

**Presuming you already have practiced some or all of these ten items, how did you learn to do so?**