**New Leader Assimilation**

**Purpose:** To get better acquainted with your new leader and clarify any assumptions

To provide the opportunity for the new leader to hear first-hand the initial questions, issues, and concerns that the team/staff may have

**Team/Staff Role:** Provide feedback to enable new leader to discover how he/she is being perceived

Ask the unasked questions

Give insight into critical issues facing the team

**New Leader Role:** Answer questions and clarify understanding of feedback

Share philosophies, expectations, and hopes

Respond to emerging issues

**Facilitator Role:** To facilitate gatherings

To provide an atmosphere for mutual respect and trust

Honor confidentiality

**Process: 3 gatherings plus follow up**

1. Facilitator meets with team/staff to surface questions, hopes, concerns
2. Facilitator shares data with new leader
3. New leaders and team/staff meet for discussion together with facilitator
4. Follow up between new leader and team/staff

Discussion Questions

* What do we already know about the new Director?
* What don't we know, but would like to know about our new Director?
* What are our concerns, both group and individual, about this person becoming our new Director?
* What do we want or need most from the new Director?
* What would we like the new Director to know about us, either as individuals or as a group?
* What are the major issues we think the new Director will be focusing on during the first year?
* What are we looking forward to most in this coming year?