

By PEGGY MCKEE

HOW can you prove yourself in a demanding job interview and give yourself a blueprint to success in your new job at the same time? Bring a 30-60-90-Day plan.

For executive-level positions, companies are looking for individuals who can prove knowledge and fit for the job, strategic thinking skills, communication skills and motivation to do the job.

Ideally, they want a peek into the future with you in that seat, and know beyond a shadow of a doubt that you will take the department, the facility, or the organisation in a positive direction. There is no better way to prove that you are the right person for the job than by taking them through how you would plan and execute key tasks in the first three months (or in some cases, six months or a year).

To create a 90-day plan, you must research the company and the position well. That research will not only make your plan stronger, it will help you answer interview questions in a smarter, more strategic way. Other executives who have used a plan tell me that it caused them to be the most-prepared they'd ever been for a job interview. When you talk about the plan in your interview with the CEO, the Board of Directors, or a panel of top company executives, you communicate at a much deeper, more significant level about the organisation's future and how you fit in it.

Putting together a written plan for success demonstrates your

Plan to succeed

work ethic, drive and commitment to success. Your competition will be talking about their commitment to success in other organisations, but you will be demonstrating your commitment to success in theirs – before you even get the job offer.

Think about the impact on the decision makers when they consider the differences between candidates: Your competition may be extremely qualified and answer questions well in the interview, but you answer questions well and you show them your plan for how you would approach the job. You have a substantial, in-depth discussion about strategies and goals that help them see you in the job. Who will get the offer? You will.

One study showed that the three biggest reasons executives fail in the first 18 months of a new job are:

1. Difficulty establishing credibility.
2. Inheriting a crisis without a plan for solving it.
3. Having undefined performance metrics.

A well-discussed plan eliminates all three of those barriers to success.

It ensures that you are all on the same page and defines what will constitute success for your position. You will start your new job with a blueprint for success.

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