

90-Day Roll Out

Timeline	Days 1 -30: Reset and Simplify	Days 31-60: Build Capability in the Flow	Days 61-90: Lock in and Scale
Tactics & strategies	<ul style="list-style-type: none">Codify the Seven Roles of a Manager on one page. Socialise with managers and their leaders.Calendar audit for a representative group; reclaim 20% by killing or delegating low-value recurring meetings.Stand-up manager circles; schedule the first three sessions.Ship three micro-tools: 30-minute 1:1 guide, Clean Feedback script, Team Priorities Canvas.	<ul style="list-style-type: none">Run weekly 15-minute micro-practices (one tool, one conversation, one reflection).Launch a lightweight manager dashboard (people basics + actions).Start recognising manager behaviours in all-hands.Pilot dual-track comms with clear examples of parity.	<ul style="list-style-type: none">Tie the Manager OS to performance dialogues and promotion criteria.Publish the first monthly manager health report.Fix one structural blocker per BU (e.g., duplicate approvals, unclear decision rights).Expand manager circles; add advanced modules (coaching for performance vs. potential, leading change narratives).
Success Criteria	80% adoption of 1:1 guide; 15% reduction in average manager meeting hours.	70% of managers log at least two clean feedback moments; time-to-decision improves by 10% in one cross-functional process.	Internal fill rate improves by 10 points in targeted roles; after-hours send ratio drops; new-hire ramp improves by one week.