



Your Introduction Speech

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Congratulations, you've just landed a new management job. You've joined a new firm or earned a promotion in your current firm. You are about to meet your new team for the first time and introduce yourself. This is an exciting opportunity for you to make a positive first impression. What do you plan to say? What are the key points of your message?

As a new leader, you hope to start off on a positive and confident tone. You want to let your team know that you are there for them, not merely yourself. You want to assure them that a great future lies ahead for everyone who gives their best. You want to let them know a little about yourself and come across as a genuine and competent leader.

What you say in your introduction will depend on many factors including your level of responsibility and what you were hired to accomplish. If you are leading a small team, you might host an informal gathering to introduce yourself and give them an equal opportunity to introduce themselves. If you are taking over a large organization, you will likely be giving a more formal address. As an example, let's say you've just been hired as the CEO and are in an auditorium in front of your new employees for the first time. Here are key points to consider putting into your message:

- It is an honor and privilege for me to be here today and be your new leader.
- I've heard much about you and it's exciting for me and my family to become part of your team.
- I don't know most of you, but from what I've heard, you've done some amazing work. [Tell a story or provide a positive example of what you've heard or know about your organization]
- Let me tell you a little about myself including my background, why I took this position, and my leadership philosophy.
- I'm married, have two children, and live in Besides my work, I enjoy skiing, mountain biking, motorcycle riding, and traveling.
- I grew up in I went to school at I started working for as a ... I then went on to become a ... working for
- When I was approached by about taking this position, I had four primary interests: this market ..., working for a company with a compelling vision, capitalizing on great capabilities, and working with great people.
 - My view of your market is that it has tremendous potential ...
 - My view of your vision is that you have it right
 - My initial view of your capabilities is mixed. You do some things very well and some not so well. But isn't anything that can't be improved. Our future is within our control and I look forward to improving our capabilities together.
 - My view of you is that you will be the best people I've ever worked with ...
- So that's why I accepted this position and am excited about being your leader.

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