

PORT

A Model for Onboarding and Leadership Transitions

Purpose · Observe · Relationships · Terms

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A ship doesn't set sail the moment it arrives — it takes on the harbour first: what the water's doing, who's already there, what the port actually needs. PORT is the same discipline applied to stepping into a new role or a new team, before you start changing anything.



Purpose

Understand why this role exists right now — what changed, what's expected, and what success actually looks like to the people who brought you in.



Observe

Resist changing anything in the first weeks. Watch how things actually work versus how they're described, and who holds real influence versus formal authority.



Relationships

Build key relationships deliberately, not by accident — identify who you need on side early and invest real time with each, using DISC to adapt how you approach each one.



Terms

Set your own working terms — communication style, boundaries, and a visible first win — so people learn how to work with you on purpose, not by trial and error.