30–60–90-day sales onboarding and proficiency plan

Link increasing responsibility to observed tasks, support and clear review decisions.

Your reusable working template 1/2

1. Treat 30/60/90 as planning windows, not automatic readiness standards.
2. Define tasks before scheduling content; distinguish simulation from workplace evidence.
3. Record what can be done independently and what still needs approval.
4. Review barriers as well as skills; adjust support and dates when evidence justifies it.

Role, prior experience and three priority work tasks

Task standard and acceptable work-sample evidence

Days 1–30: orientation, observation and rehearsal

Days 31–60: supervised live task and feedback

A practical Tibyan working aid, not a validated assessment. Example is hypothetical; adapt decisions and figures to your context. Do not enter sensitive information in a shared copy.

30–60–90-day sales onboarding and proficiency plan

Link increasing responsibility to observed tasks, support and clear review decisions.

Your reusable working template 2/2

Days 61–90: bounded ownership and remaining approval limits

Manager, buddy, specialists and access/resource needs

Proficiency status, actual evidence, context and support used

Review decision, next action, owner and next evidence date

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Link increasing responsibility to observed tasks, support and clear review decisions.

Completed hypothetical example 1/2

Role, prior experience and three priority work tasks

Experienced seller new to manufacturers; account brief, discovery and proposal outline.

Task standard and acceptable work-sample evidence

Brief separates facts/assumptions; call explores consequence; proposal checks delivery assumptions.

Days 1–30: orientation, observation and rehearsal

Observe maintenance calls; rehearse follow-up; produce sourced brief.

Days 31–60: supervised live task and feedback

Lead discovery with manager observation; review buyer-correctable summary.

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Link increasing responsibility to observed tasks, support and clear review decisions.

Completed hypothetical example 2/2

Days 61–90: bounded ownership and remaining approval limits

Own suitable next-stage work; obtain delivery approval before integration-date promises.

Manager, buddy, specialists and access/resource needs

Manager Lina; buddy Sami; technical lead Omar; CRM and approved examples required.

Proficiency status, actual evidence, context and support used

Discovery demonstrated with supervision; consequence probe missed once; proposal independently unverified.

Review decision, next action, owner and next evidence date

Maintain call supervision; rehearse consequence probe; Lina observes next suitable call. Calendar dates adapt to task availability.

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