

BRIDGE 90-DAY ROLLOUT MAP

The Toolkit Gives You the Parts. This Gives You the Order.

You downloaded the free toolkit. Thirty-five templates. If you're like most owners I work with, you opened three of them, thought “this is good,” and went back to the plant. That's not a discipline problem. Thirty-five files with no order is a pile, not a plan.

This Map gives you the order. One thing to know first: BRIDGE spells the six steps of Legacy Mentor™, but it isn't the order you run them in. Grow — checking that both people are actually ready — has to happen before anyone meets. Enable only makes sense at the end. So this Map runs in the order an owner actually lives it, in four phases, and tags every action with its BRIDGE step and chapter.

The toolkit's Phase documents (D.1, D.2, D.3) already plan the mentor's weekly meetings. This Map sits above them. It's the owner's side: what you set up, what you protect, what you check.

How to use this: Run it with one pair first. One mentor, one mentee. Not a program, not a cohort, not an announcement at the all-hands. Get one relationship through 90 days, learn from it, then do the next. Codes refer to the free toolkit at bjornvikard.com.

Before you start, write your own dates in the DUE column. A plan without dates is a wish.

PHASE 1: BEFORE DAY 1 Grow · Read

Check readiness before anyone commits — Chapters 2 and 3 · Starts 2–3 weeks before Day 1

#	STEP	ACTION	USE	DUE
1	Grow	Choose the mentor for how they develop people, not for how good they are at the job. Your best machinist is not automatically your best teacher of machinists. Have them take the Legacy Mentor™ Self-Check. Under 25? Fix-It Trap Field Card and 30 days of practice first.	VC-BND-006, Chapter 2	
2	Read	Mentor takes the Cultural Readiness Self-Check. Mentee takes the Mentee Readiness Self-Assessment. A low mentee score is normal at this point — it tells the mentor where to start, not whether to start.	C.1, C.5	
3	Grow	Hold the matching conversation before anyone is told the match is final. Match the gap, not the prestige. If they differ in culture or generation, the mentor checks the quick reference first.	B.10, Appendix A	



PHASE 2: DAYS 1–30 **Build · Develop**

Trust first, then goals that develop instead of direct — Chapters 5, 1 and 2 · Starts Day 1

#	STEP	ACTION	USE	DUE
1	Build	First conversation, in the version that fits the mentee's culture. Sign the mentoring agreement before the first working session — informal agreements drift.	B.1, B.11	
2	Build	Mentor scores the Trust Equation for this relationship now. Keep it. This is your baseline.	C.2	
3	Develop	Goal-setting built on questions, not assignments. Mentor fills in the 90-Day Planning Worksheet and follows Phase 1. Your job as owner: protect the meeting time. The first meeting cancelled for a “hot order” tells everyone what the program is really worth.	B.4, D.4, D.1	

PHASE 3: DAYS 31–60 **Develop · Invite · Build**

Resist the answer, invite the pushback, check the trust — Chapters 1, 4 and 6 · Starts Day 31

#	STEP	ACTION	USE	DUE
1	Develop	Mentor follows Phase 2, holds monthly check-ins and logs each month. The Fix-It Trap Field Card stays on the desk.	D.2, B.2, D.5, VC-BND-007	
2	Invite	Hard feedback given early, in the right version for the culture — not saved up for a blow-up. If tension surfaces inside the relationship, deal with it head-on. If it's stuck, find the problem in the troubleshooting library.	B.3, B.5, F.1–F.5	
3	Build	At the Week 8 checkpoint, rerun the Trust Equation and the SCARF Audit. If the mentee has gone quiet for reasons nobody can name, SCARF usually names it. The same low score twice is a mentor skill gap, not a relationship problem.	C.2, C.3	

PHASE 4: DAYS 61–90 **Enable**

Let them outgrow you — Chapter 7 · Starts Day 61

#	STEP	ACTION	USE	DUE
1	Enable	Mentor runs Phase 3: a real leadership challenge with real authority, handed over explicitly.	D.3	
2	Enable	Watch for the signal: the mentee proposes answers instead of asking for them. When you see it, the mentor has the handoff conversation — out loud, in front of both people.	B.12	
3	Build	Recognize the progress in the way that fits the mentee's culture. Quiet and formal where that's the norm.	B.8	

Companion resource for *The Multiplying Mentor* by Björn Vikard

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THE DAY-90 REPLAN

Day 90 is not the finish line. It's the first review. I replan every 90 days, and I'd ask you to do the same. Sit down with the mentor and answer four questions honestly:

#	QUESTION	ANSWER
1	Retake the Self-Check (mentor), the Readiness Self-Assessment (mentee), and the Trust Equation. What moved, and what didn't?	
2	Did the mentee start proposing answers instead of asking for them? Name one specific moment.	
3	What got in the way — and was any of it you, as the owner?	
4	Continue, close, or multiply? Pick one.	

Continue: The mentee isn't ready yet. Fill in a fresh D.4 worksheet and run another 90 days with new priorities.

Close: The relationship has done its job. Use the conclusion conversation to turn it into a different kind of relationship, not an ending. (B.9)

Multiply: The mentee is ready to mentor someone. Go back to Phase 1 — with them as the mentor. That's the chain. That's the whole point of the book. (B.12, Chapter 7)

One pair, done properly, is worth more than a program launched with a speech. Start with one. The rest follows.