

LEADERSHIP TRANSITION COACHING

A 3-Element Process to Accelerate Onboarding: adapting mindset and skill set to reduce time to goal achievement, organizational belonging, and job satisfaction

Tools: Readings & reflection (Michael Watkins' *First 90 Days*, business publications, industry journals), self assessments (Executives' Social and Emotional Intelligence Profile and DISC behavior communication style profile, personal SWOT), stakeholder interviews, on-site strategy visit, structured action plans, coaching sessions, self-reflection

Transition consulting accelerates the new leader's delivery of real value through...

1. INTEGRATION

First 60 days

Assimilate the new context:

- Familiarize with aspirations: Mission/Vision/Strategy/Work plans
- Clarify role, goal alignment, and 90-day expectations from supervisor
- Gather "people" intelligence: histories, roles, goals, strengths
- Orient to business processes, systems
- Enlist "Culture" mentor: language, practices, "how things are done"

Conduct Situational Analysis:

- Conduct team dynamics briefings, interviews or facilitated session
- Meet internal stakeholders (peers, supervisor, direct reports, departments)
- Establish first quarter priorities
- Meet key external stakeholders

2. RECALIBRATION

Up to first 120 days

Learn and Unlearn:

- Clarify leadership and communication style
- Release *non-portable* habits
- Align style and presence with cultural "givens"
- Examine success factors, mitigate derailment
- Uncover blind spots, leverage relevant strengths
- Design leadership learning plan based on skill gap identification
- Plan for mental and physical well-being, balance

Sharpen Leadership:

- Forge "influence" networks & alliances with peers (leadership team, board)
- Align business unit & team goals/expectations with organization's vision
- Uncover value-creating organizational opportunities to leverage your leadership

3. LEADERSHIP PERFORMANCE

Up through end of 12 months

- Make effective, strategic decisions
- Build, lead and develop team for performance, maximizing talent
- Exceed job expectations and objectives 30 days, 90 days, and at one year
- Add strategic and futuristic value to organization
- Reflect on progress after six and 12 months