



BLACK FLAG COACHING

UNLEASHING NEW HIRE POTENTIAL

Proposed by:

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What's The Challenge?

Hiring top talent is a major investment - one that doesn't come cheap or easy. On average, UK businesses spend £19,000 (*CIPD data*) on each new senior hire, factoring in agency fees, recruitment time, onboarding, lost productivity, and disruptions for managers and teams. And yet, the risks remain high: 50-70% (*LinkedIn December 2023*) of new hires fail within their first year. The first six months are make-or-break, especially for senior roles. If a new hire doesn't gel with their manager or team early on, your investment can quickly turn into a costly loss. But when they do embed successfully, new hires bring fresh perspectives that fuel innovation and productivity.

So here is why its worth solving.

High-calibre talent doesn't just want a job; they're looking for an organization that invests in their growth and success. Building a reputation as an employer who supports new hires from day one not only attracts top candidates but also sets the foundation for a loyal, engaged workforce. When new hires feel valued and are set up to succeed, they bring fresh ideas, enthusiasm, and drive that can transform teams and elevate business outcomes.

In today's competitive landscape, where talent is hard to secure and retain, it's not enough to onboard; businesses need to cultivate. Investing in a structured, strengths-based coaching program in the first six months directly impacts engagement, performance, and retention. Every pound and hour spent here pays dividends in productivity, loyalty, and innovation. This focused investment signals that you are committed to empowering your people - resulting in a magnetic company culture where employees are motivated to stay, grow, and give their best.

The Results You Can Expect

- Attract and retain top talent by building a reputation as an employer that supports and invests in their people.
- Enable new hires to become effective contributors fast, building early momentum and impact.
- Foster strong, trust-based relationships with line managers and teams, laying a foundation for lasting success.
- Empower your line managers to lead with strengths, developing a forward-thinking leadership style.
- Harness the full potential of new hires' fresh, innovative thinking that drives results.

The Solution

The New Talent Onboarding Package.

I provide targeted, strengths-based executive coaching to maximize the impact of new hires during their first six months.

This tailored coaching approach ensures new hires feel confident, supported, and aligned with your organization's goals from day one.

As a Gallup-certified strengths coach, I work with both the line manager and new hire to create a strengths-driven, high-trust relationship that unlocks performance and drives business impact.

What's included:

- Establish agreement session with the sponsor/line manager to fully understand their specific goals for the onboarding. This will form the foundation of the coaching sessions.
- CliftonStrengths full 34 reports for the new hire and the line manager, backed up by 1-2-1 coaching sessions for the line manager and the new hire.
- An understand the unique strengths "best of me" session with the new hire and the line manager to help them to understand each others strengths, needs and wants. This fast-forwards the relationship building stage on onboarding.
- Monthly check-ins with stakeholders to keep everyone on track and address any issues before they escalate.
- Monthly coaching sessions with the new hire to maintain motivation, focus, and growth.

This isn't just onboarding; it's strategic support for long-term success. Let's make sure your new hires hit the ground running and never look back.

Why Work With Me

“With 30 years of hands-on leadership experience across sectors - from private companies to large corporations - I understand what it takes to drive results.

My coaching is backed by proven expertise and driven by purpose. My core values - boldness, curiosity, optimism, authenticity, and supportiveness, guide every step.

As your coach, I’m a bridge to the future you envision, ensuring each hire becomes a high-impact contributor.

As a Gallup Certified Strengths Coach and ICF-accredited professional, I’m here to help your people bring their best selves to work.

My Gallup certification means I focus on strengths-based strategies, helping individuals and teams unlock their unique abilities and apply them effectively every day.

With ICF accreditation, I uphold the highest standards in the coaching field, so you can trust that your people are receiving guidance that’s grounded in integrity, trust, and proven coaching methods.

My goal is to bring out the full potential of each person I work with, creating meaningful, lasting change for both the individual and the business.

Measures Of Success

The following outcomes can be delivered:

- **Attract and Secure Top Candidates:** Build a competitive edge by becoming an employer of choice, attracting and securing the industry's top candidates with a proven reputation for supporting new hires.
- **Boost Retention and Loyalty:** Increase retention rates significantly by creating an environment where new hires feel valued and supported from day one - reducing costly turnover and securing long-term loyalty.
- **Develop Managers into Strengths-Based Leaders:** Equip line managers with actionable, strengths-based leadership skills that foster trust, boost team morale, and create a resilient, high-performing team environment.
- **Accelerate New Hire Productivity** in the first six months through targeted coaching and structured support, enabling new hires to deliver results faster and drive meaningful impact from the outset.
- **Elevate Engagement and Team Synergy:** Create a cohesive workplace culture where new hires and existing teams thrive, working together seamlessly and achieving higher productivity and engagement scores.
- **Ignite Innovation and Fresh Thinking:** Tap into the power of new perspectives and ideas, positioning new hires to actively contribute to ongoing projects and propose creative solutions that drive business forward.

Don't leave the success of your new hires to chance - let's create the optimal conditions for them to thrive, contribute, and elevate your organisation's potential.



Imagine a workplace where every new hire becomes a high-impact contributor from day one, fully supported to thrive, grow, and bring fresh energy to your team.

With strengths-based coaching, we can unlock that potential together.

This isn't just onboarding; it's a strategic investment in your team's success and your organisation's future.

Ready to transform your onboarding experience and set your new hires up for long-term success?

Simply **scan the QR code below to arrange a call**, and let's discuss how this program can help you attract, engage, and retain the very best talent.

Take this next step to secure the highest return on your hiring investment—and turn your new talent into a true asset for your organisation.

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