



First 100 Days Accelerating new leaders' effectiveness

In today's fiercely competitive economy, businesses need to not only attract the best leaders, but also get them performing at their peak in record time.

Yet research suggests that some **40 per cent of new leaders fail to meet their employer's expectations, and leave the organisation within 12-18 months***. Reasons include their inability to build effective relationships; a lack of understanding of the organisation's culture; and lack of clarity around role and responsibilities.

What New Leaders Say

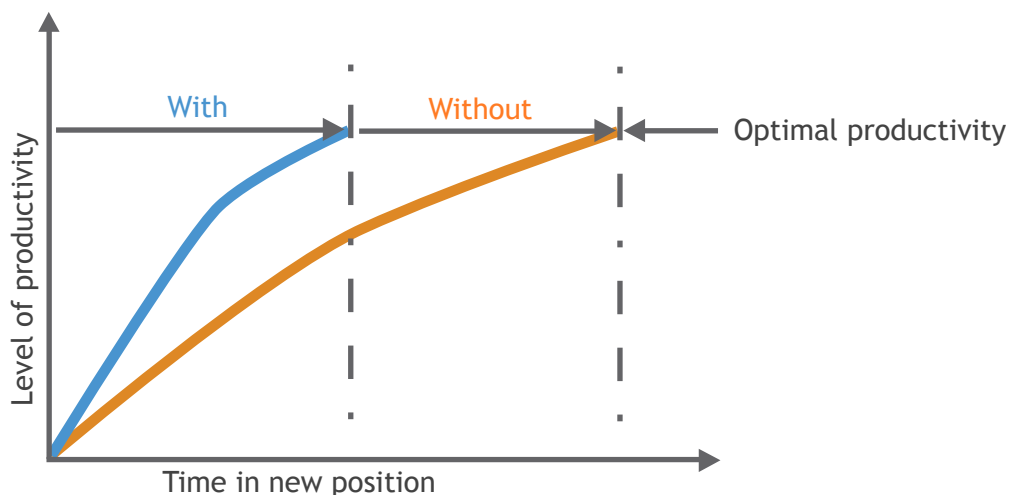
"Starting a new job or role can be very lonely - everyone is looking to you for answers and solutions... It was invaluable knowing that I was not alone and that there were some tools and a process to support me"
MD, major investment bank

"Without the coaching I don't think I would have been so confident to 'take charge' of the role and make an impact early on"
Director, major food & manufacturing group

"Within a few weeks in the new role I felt overwhelmed, anxious and questioned why I had joined - once the coaching started I was able to step back from the day to day and take an objective and measured look at what was really happening and what I needed to do"
Senior manager, global insurance group

First 100 Days addresses these issues with an holistic approach to the on-boarding process. It helps new leaders understand the environment and role into which they are entering, and supports them through all aspects of their integration to enable them to reach their full potential fast.

Gains in productivity attached to Integration Coaching



Benefits for the individual

- ➔ Helps new leaders understand and integrate into their new environment quickly
- ➔ Offers objective and confidential support during this critical period
- ➔ Unlocks their full potential more quickly
- ➔ Helps them clarify their goals and aspirations
- ➔ Assists them in building strong teams and relationships across the organisation
- ➔ Provides tools to plan and measure their impact
- ➔ Helps them overcome obstacles or resistance.

Benefits for the company

- ➔ Reduces the time it takes for new leaders to reach full effectiveness
- ➔ Reduces the risk, and cost, of new leaders leaving for the wrong reasons
- ➔ Positions you as an "employer of choice" by demonstrating your commitment to support new leaders through their transition.



*The integration of new leaders - international survey results Korn/Ferry February 2005





Why use The Success Group?

We are one of the UK's largest and longest-established coaching companies. As part of the Global Coaching Partnership, we can also provide a seamless service to clients in major business centres around the world.

Unlike many of our competitors, our coaches have all been successful business leaders holding senior positions in major organisations before training to become executive coaches.

This powerful combination of business knowledge and coaching expertise means we really understand what makes leaders and organisations successful, and can provide the tools and support to help them maximise their performance.

Our approach

We offer structured one-to-one coaching throughout the leader's first three months in the job. Using a wide range of tools and techniques, we guide them through four inter-linked phases, which cover all aspects of their integration:



➔ Appreciate

This phase helps new leaders appreciate the business context and culture in which they will operate, and understand their key stakeholders. The focus is also on exploring their aspirations for the role, and what relevant skills and experience they can bring.

➔ Align

This stage helps new leaders establish a clear vision and goals, ensure they focus on the right things, and get the buy-in they need to help them achieve their plan.

➔ Achieve

As the leader settles into the role, this phase is about upping the pace, and starting to make a difference to the organisation, but also putting feedback mechanisms and success measures in place so they can assess whether they are making the right impact.

➔ Accelerate

As the “honeymoon period” ends, and the new leader's impact begins to be felt, this stage provides them with tools and support to deal with any resistance to change or obstacles that they encounter, maintain confidence, and build momentum.

“First 100 Days supports new leaders through all aspects of their integration to enable them to reach their full potential more quickly.”

Timing and costs

A typical programme would involve bi-weekly 2 hour meetings throughout the three-month programme, with additional telephone and email support.

Typical cost £8,000 + VAT.

