

The transition period for any new executive is crucial to long term success. There will naturally be an adjustment period when demands on the time of the executive will be enormous.

Our on-boarding service, will provide an executive coaching service over the first nine months of the new executive's tenure. This service will be finely tailored to the individual's needs but will (as a minimum) include:

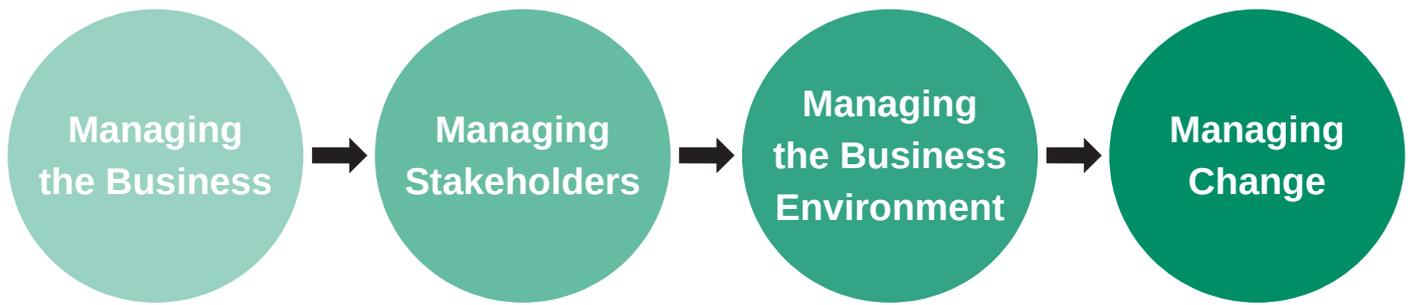
- Meetings with organisational stakeholders to understand the priorities and expectations for the new executive
- An initial meeting with the new executive to discuss roles, expectations and outputs of the programme
- A psychometric profile
- A twice monthly face-to-face meeting for the first 3 months
- A monthly face-to-face meeting for the remaining 6 months of the programme
- Unlimited distance coaching support
- A final meeting to evaluate progress and discuss the next strategic steps

These sessions will provide an opportunity for the new executive to:

- Discuss ideas with an impartial and independent source
- Receive feedback and appropriate challenge on the proposed strategic direction
- Understand the needs of internal and external stakeholders
- Sense check action and contingency plans
- Analyse their own leadership style
- Highlight and analyse their learning as the time period progresses
- Reflect upon, develop and enhance their practice through coaching

Our coach will listen carefully to the needs of the executive. We will always work with the executive's priorities within the organisational framework. Our approach is facilitative and designed to help the executive to develop strategic direction and tactical plans, whilst ensuring that stakeholders are managed and involved.

Whilst our approach is tailored to the individual, there are 4 key "anchors" around which the coaching conversations can be facilitated. This provides a framework for discussions and stimulation of ideas.



Each element of the model is interdependent and each session's discussion is likely to touch upon all 4 elements.

MANAGING THE BUSINESS

Discussion areas will include:

- Understanding of the assignment and mandate of the new executive
- Understanding of the business model, culture, norms and values
- Evaluation of the current business state
- Development of the strategy – products, people, processes
- Identification of priorities – strategic, tactical and operational
- Identification of issues and “business blockers”
- Adjustment strategies
- Evaluating the key success criteria

MANAGING STAKEHOLDERS

Discussion areas will include:

- Identification of internal stakeholders and their expectations of the new executive's role
- Influencing strategies to develop relationships
- Evaluation of the internal teams
- Identification of critical talents
- Evaluation of performance management strategies
- Creation of development plans
- Management of conflict
- Evaluation of the personal performance of the executive



MANAGING THE BUSINESS ENVIRONMENT

Discussion areas will include:

- Identification of internal stakeholders and their expectations of the new executive's role
- Competitor analysis
- Import of best practice and innovation from the external environment
- Legal, social responsibility and economic factors that could impact the organisation
- Horizon scanning
- Added value delivery

MANAGING CHANGE

Discussion areas will include:

- Evaluation of the need for change
- Assessment of the change readiness
- Creation of the strategic imperative – adaptability to change
- Definition of change goals and targets
- Change stakeholder mapping
- Communications strategies
- Implementation of new ways of working considering existing cultural elements
- Creation of implementation schedules

