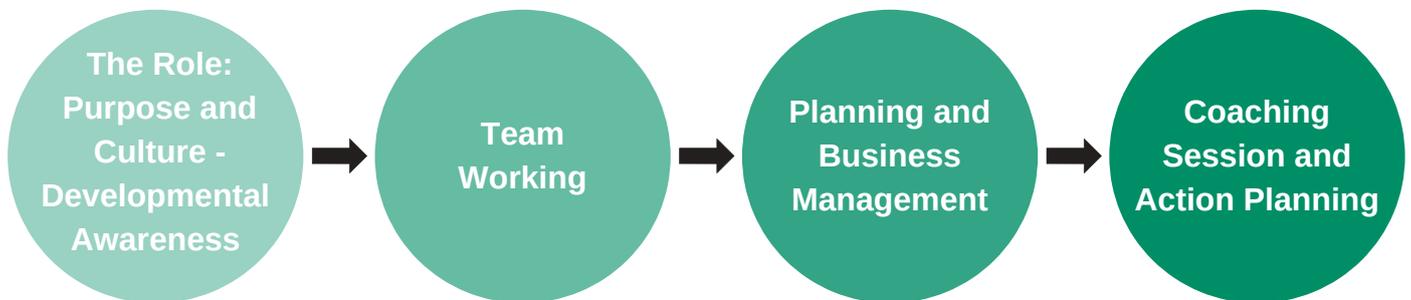


This intensive 3-month programme is designed to provide external support to the individual appointee. Whilst it draws on elements of the management on-boarding programme, it will focus specifically on integration, as well as the development of confidence based on a strong understanding of the role requirements and business context.

It will also focus on some of the key building blocks to ensure that an individual can manage and deliver defined work packages or projects.



THE ROLE: PURPOSE AND CULTURE – DEVELOPMENTAL AWARENESS

This session will create the foundation stone for the individual's work. Working with organisational representatives and the consultant, this element of the programme will:

- Help the individual to understand the organisational culture and norms of expected behaviour
- Clarify the requirements of the role and expected outcomes
- Set initial objectives
- Identify the key stakeholders in the organisation and examine the key relationships to be developed
- Pinpoint the areas of organisational support available
- Allow the individual to identify areas for their own development and create a learning action plan for their first year in the organisation



TEAM WORKING

This session could be run as a plenary event for the individual and wider team members. Whilst these areas would need to consider specific team and organisational needs, the session could:

- Clarify strategic and tactical objectives
- Identify individual team strengths and areas for development
- Use the Strategic Deployment Inventory® to ensure team members are aligned to their key strengths
- Utilise team building exercises
- Facilitate innovation and proposals for enhanced team working

PLANNING AND BUSINESS MANAGEMENT

This pragmatic day will see the consultant work with the individual to:

- Identify key tasks related to the requirements of their role
- Prioritise tasks and manage time effectively
- Examine organisational methodologies
- Implement the fundamentals of programme and project management
- Manage resources
- Identify and mitigate risks
- Understand the individual's role in reporting and how best their achievements can be presented

COACHING SESSION AND ACTION PLANNING

The final day of the programme will be a facilitated meeting with the organisational stakeholders, the individual and the consultant. In advance of the meeting, each participant will be asked to complete a questionnaire to:

- Measure levels of “comfort” and “synergy” after 3 months in the organisation
- Identify any outstanding areas for the on-boarding process and any additional support that may be required
- Evaluate integration with the team and perceptions of relationships within the framework of organisational culture
- Examine areas for further individual development
- Explore the objectives for the next period and confirm measurement areas

The entire programme will also be supported with unlimited telephone coaching support, provided by the primary consultant.