

Safeguarding your Investments

Developing strategies for your first 90 days and thereafter!

The search for the right candidate is over. It's been a gruelling few months of sifting through the CV's, matching the candidates against the job requirements, and then there's been the interview itself. Finally, the words from the Boardroom – 'You're hired!'

For many organisations bringing a New Leader on board creates positive expectations for everyone. The organization is hopeful of new directions and accomplishments in the role, and the successful candidate is energized for the new challenge. The reality, however, is that for both parties the honeymoon period is often short lived.

For the organisation having made such an up-front investment in terms of both time and money there is an expectation that the New Leader should "hit the ground running and provide return on investment – quickly!" And for the New Leader they are challenged with uncertainty; the expectation of 'fitting in,' getting a handle on the corporate culture and the inevitable 'political landscape' not to mention making immediate decisions which have to impact positively against new objectives.

The first 90 days in a new role can therefore be the one of the most challenging time an individual will have to face. Actions taken, or not taken, during this early stage period will play a large part in whether someone sinks or swims. Partial success during this time can often limit the ability to get things done effectively later on, and total failure, well, that can badly damage what has to date been a great career.

New Leader Assimilation coaching is therefore one of the most effective means of compressing the learning curve and enhancing the probability of success of those taking on a new role. New Leader Assimilation programmes are designed typically for leaders who are in significant roles and running or making a significant contribution to businesses. Assimilation coaching programmes are designed to support senior executives to rapidly establish and embed themselves into a new role or culture, adding value whilst combining job satisfaction and talent retention.

Assimilation programmes deliver exceptional results and are designed to:

- Enable the New Leader to acclimatize to the organisations culture – ensuring fit and effectiveness
- Ease the transition into new responsibilities clarify the new role and how it relates to the company's success;
- Identify and correct behaviour that may impede the ability to lead effectively;
- Uncover and address obstacles that could sabotage success; and
- Enhance emotional intelligence (self-awareness, managing emotions, motivating others, staying connected, and showing empathy).

Through the provision of a New Leader Assimilation programme the organisation is turning around the thought process from, "We spent a lot for your expertise, now show us what you've got – and quickly!" to one which says, "We've made a major investment in you, now how can we safeguard it?" By providing personal development and support from the outset of the new appointment it demonstrates the company's ability to balance the recognition that there are real challenges and concerns that need to be overcome in the new role, whilst providing a safe and supported place to learn, grow and develop, resulting in greater effectiveness, job satisfaction and retention.

Assimilation coaching is however not just limited to the appointment of external candidates to an organisation. The promotion of internal candidates can also be highly desirable, but not without its challenges. Newly appointed internal leaders often face different challenges such as leading former peers, or navigating the relationship waters with other internal candidates who did not get the job. New Leader Assimilation coaching can also therefore benefit the newly promoted leader, enabling them to develop strategies to effectively deal with issues such as rebranding and repositioning themselves, building confidence and maybe even leading a team for the first time. Having a safe and supported environment to explore new possibilities enables a newly promoted Leader to continue to flourish to be a rising star and not a yesterdays hero.

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