

Onboarding: The Leadership Transition Process™

Who Needs the Onboarding: Leadership Transition Process™

All level of leadership from senior executives to project leaders, as well as high potential individuals in key roles can benefit from The Leadership Transition Process™. Additionally, **highly technical individuals** in roles where establishing key relationships is essential for their success, can gain tremendous value from participating in the program.

Leadership Transition Process™ is also appropriate for **leaders dealing with the following challenges:**

- Driving globalization
- Enabling rapid growth
- Providing stability after periods of change
- Expanding leadership style beyond the technical / expert model
- Working across cultures

External hires and international transfers are stepping into a completely unfamiliar environment and it's like walking through a minefield. The new leader lacks detailed knowledge about the organization and its cultural norms, does not have established relationships and networks, and is highly vulnerable to a host of common mistakes and traps. For these reasons, The Leadership Transition Process™ provides effective methods for smoothing out the pitfalls that frequently occur during organizational changes. It's a proactive way of avoiding irreversible mistakes.

Overview

Get onboard with The Leadership Transition Process™, a proven coaching process designed to help newly appointed leaders make a quick and successful start into a new role.

The benefits include:

- Ø an increased success rate,
- Ø accelerated integration and transition time, and
- Ø maximized effectiveness and contribution to the organization.

Here's how it works

Using the Leadership Transition framework and process, the new leader works with an experienced Leadership Transition / Organizational Development Coach to P.A.M. – plan, anticipate and manage – the issues, challenges and phases of his or her transition.

The framework addresses the four phases of transition – Positioning, Orientation, Innovation and Change – and follows a chronological timeline that begins before the leader moves into the new position and extends past the first 100 days in the new assignment.

The process offers the leader an experienced and confidential thought partner to explore and create the best strategy and approach for the particular situation. Focusing on the important goals and outcomes of the transition and creating an effective strategy for change, results in...

- § Increased success rate
- § Accelerated integration and transition time
- § Maximized effectiveness and contribution to the organization.

Content of the Leadership Transition Process™

Timeline

The Leadership Transition Process™ requires minimal time for maximum results, which makes it very manageable while providing a high return on your investment. The total time commitment for the leader is only 3 days consisting of just 3-4 meetings within the first 100 days, followed by conference calls meeting at the 6th-, 12th- and 18-month mark.

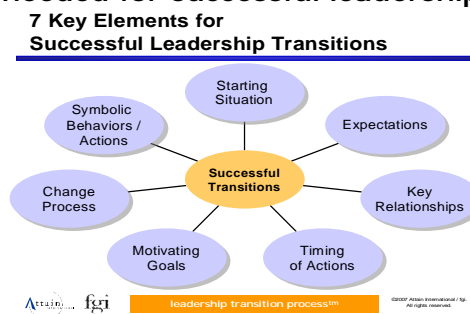
Topics tailored to the leader

Each meeting and discussion with the leader is designed to address a series of topics that are appropriate for the particular phase of transition and tailored to the leader's specific situation. These include:

1. The **focal points** for each phase:

Phase	Focus
Positioning.....	Manage Your Entry
Orientation.....	Learn the Organization
Innovation.....	Strengthen Your Resources
Change.....	Plan / Execute the 1 st Wave of Change

2. The **7 Key Elements** needed for successful leadership transitions:



3. **Potential traps, mistakes and pitfalls** that can result in lost credibility, damaged relationships, costly set-backs or a derailed career:

Mistakes that Cause Failures

- Failing to understand expectations and/or develop key relationships
- Giving in to early pressure for results and moving too quickly
- Making promises during the orientation / learning period
- Not respecting past accomplishments
- Ignoring the role of symbolic language and rituals



leadership transition process™

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In total there are over 30 of them! The Leadership Transition Process™ takes steps to prevent a leader from falling into these traps and potential hazards.

4. **Personal topics** such as:

- § Intercultural challenges
- § International assignments
- § Families in transition

Outcomes of the Leadership Transition Process™

The outcome of the Leadership Transition Process™ is...

a successful transition for the leader and the organization.

The Leadership Transition Process™ **contributes to the bottom line** and **achieves a high ROI** by avoiding the cost of a failed transition *and* accelerating the performance of leaders in new jobs.

- The average tenure in a leadership role is only 2 to 3 years. An early misstep or mistake can cost the leader at least 6 months in time and it's often very hard to recover from a weak start. This is time a leader cannot afford to lose!
- By shaving just one month off the ramp-up time, it's estimated that companies can realize productivity gains equivalent to 20-30% of the leader's annual compensation in the first year alone. That's significant!

Additionally, **the leader will learn:**

- § a proven process, comprehensive framework and tools for effectively managing a transition into a new role
- § the 7 key elements for a successful transition,
- § what causes 1 out of 3 new leaders to fail,
- § common mistakes and pitfalls that can jeopardize success or even derail a career.