



learning consultancy

DO YOU WANT YOUR NEWLY RECRUITED SENIOR EXECUTIVES TO MAKE A POSITIVE IMPACT AS QUICKLY AS POSSIBLE ?



EXECUTIVE ONBOARDING

'We believe that when an individual's dreams are aligned with an organisation's purpose, the most amazing things can happen.'

Why you need this programme?

We are well aware of how much money is invested in the recruitment of Senior Executives and how much money is also lost in the time it takes to recruit, as well as the time it takes for them to be fully effective in their role and that's assuming they turned out to be a good fit and didn't leave within the first few months.

This programme is designed to reduce the fears and costs associated with Senior Executive Recruitment by enabling them to:

- Be well prepared for joining the business
- Make a great 1st impression
- Start as they mean to go on, aligned to organisation Vision and Values with a positive and impactful personal leadership style
- Learn and adapt quickly
- Build strong key relationships and
- Be effective in their role as quickly as possible

With their personal coaching for 4 coaching sessions starting 1 month before the person joins and then 1 for each of their 1st 3 months, they have full guidance and support in making a positive impact on the business.

The use of the SDI also enable them to increase their self awareness and better define their own leadership style as well as quickly get to know their immediate colleagues and build strong influential relationships quickly.



YOUR LEARNING EXPERIENCE

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Coaching 1 START WITH IMPACT	Coaching 2 EFFECTIVE QUICKLY	Coaching 3 INITIAL FEEDBACK	Coaching 4 FUTURE EXPECTATIONS
Using 4 Core SDI profiles for Leadership style		Using 3 Core SDI Feedback tools from up to 10 key people	Using 2 Core SDI Expectations tools from same 10 people
½ day coaching	½ day coaching	½ day coaching	½ day coaching
1 month before starting	End Month 1	End Month 2	End Month 3
Half Day Workshop for Feedback providers with their SDI profile to support feedback and expectations process and build strong team quickly Before Month 2 Coaching			

START WITH IMPACT: Coaching 1 – Pre Joining

- Profiles to increase self awareness, impact on others and handling conflict
- Potential fit with organisation culture and role based on leadership style
- Building a plan for day 1 and month 1 and ideas for further 2 months

EFFECTIVE QUICKLY: Coaching 2 - End Month 1

- Relection, observations and learnings from 1st month
- How they now see the organisation culture, business strengths and weaknesses
- How built credibility with key people
- What quick wins they have had
- Plans for next month, feedback process, SDI workshop and next coaching session

SDI WORKSHOP: For new Exec and all feedback providers – Month 2

- Understanding diversity and how to harness differences and get best from everyone
- How to work well with each other and reduce time wasted on conflicts
- Purpose and use of their feedback

INITIAL FEEDBACK: Coaching 3 – End Month 2

- Relection, observations and learnings from 2nd month and workshop
- Review of feedback from key colleagues on his/her leadership style
- Conclusions and actions, plan for month 3

FUTURE EXPECTATIONS: Coaching 4 – End Month 3

- Relection, observations and learnings from 3rd month and implementation of actions
- Review of expectations from key colleagues of the leadership style for the role
- Create final plan for maintaining momentum for the longer term