

Transition Support: The first 100 days workbook

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Transition Support: The first 100 days workbook

Benefits

- Makes the transition into the organisation quicker and easier
- Increases the effectiveness of new leaders operating in a new culture
- Increases retention and career success

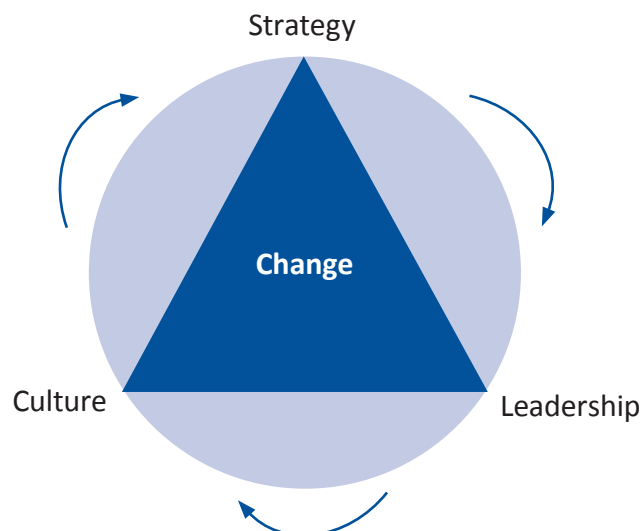
What is the approach?

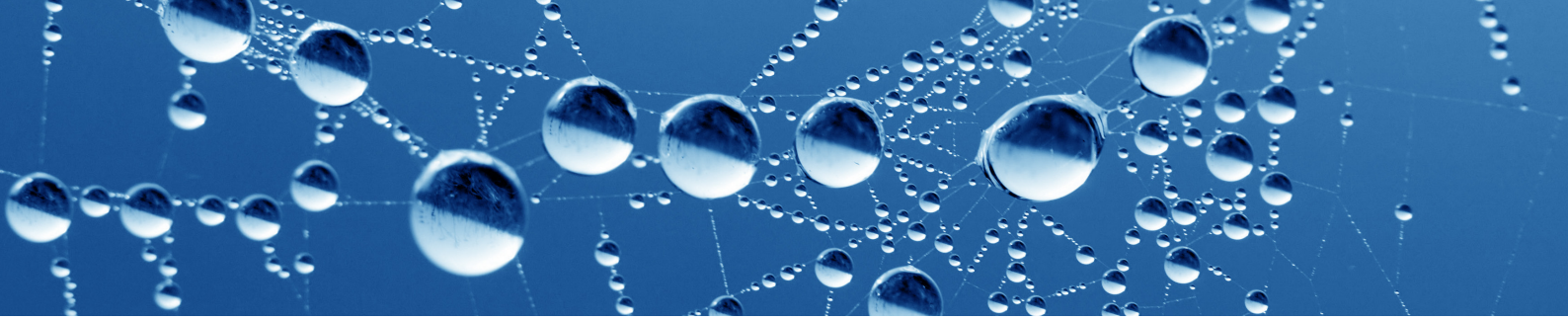
- Coaching Support for the first 3 months
- Self-directed learning
- Transition support workbook
- Option of additional coaching from HR instead of external

How does it work?

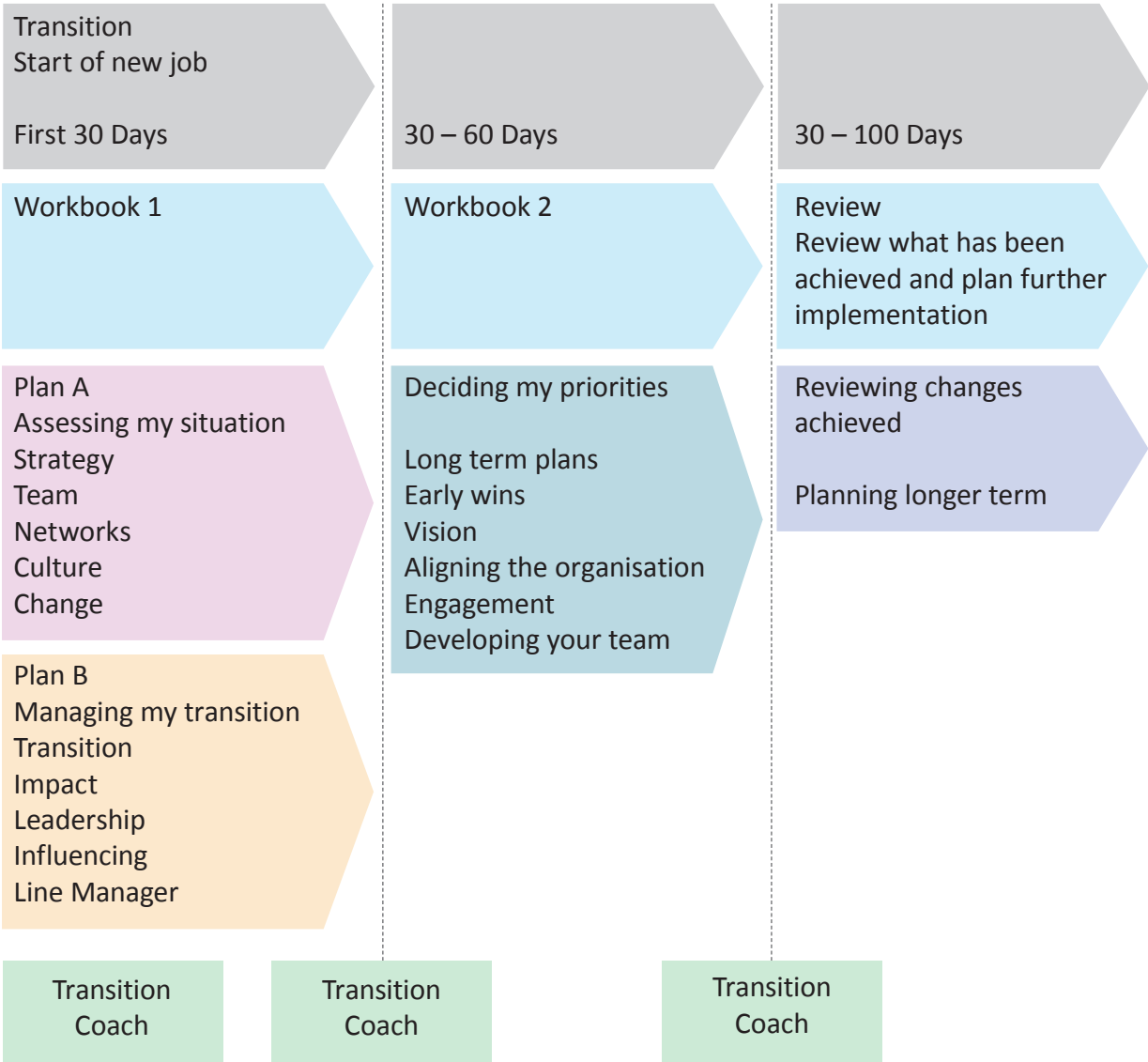
- The workbook is used to capture thoughts and observations and guides the new executive to areas they may not have considered
- A session with the coach every 30 days allows time to reflect, ask questions and plan ahead

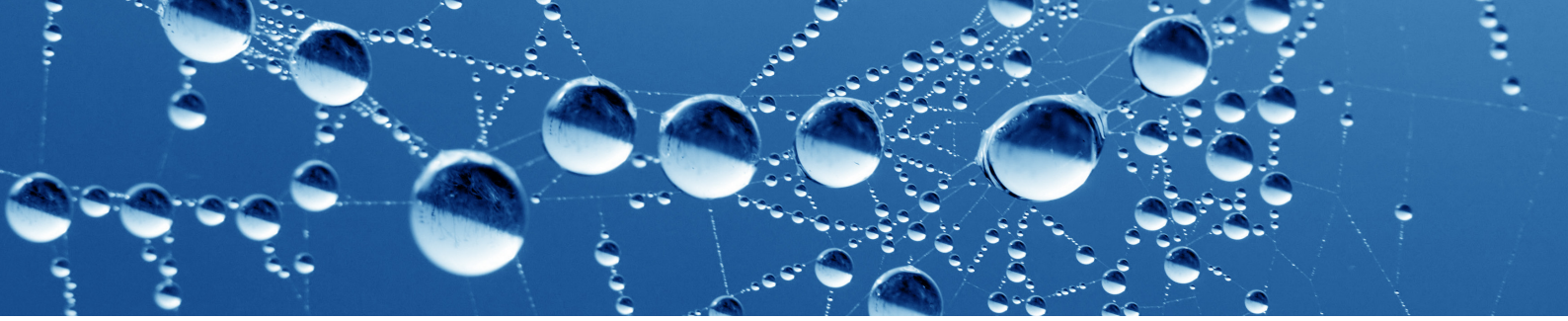
Accelerating Performance for Executives entering a new organisation or new roles





Transition Process – what is covered in the workbooks





Transition Support: The First 100 Days

Helps executives assess strategy, leadership and culture through:

- Assessing their strategic situation in their new role
- Identifying and map their network of key stakeholders
- Assessing their team strengths
- Understanding their own leadership and impact
- Getting to know the culture
- Assessing business priorities
- Identifying long term vision and early wins
- Planning how to engage their wider team
- Reviewing their organisation structure
- Planning changes they want to make

Summary of Options

Range of options we have provided from using BCG external coaches with individual leaders through to internal coaches using the workbook.

1. External transition coaching

Individual transition coaching using BCG workbook by an external BCG coach.

2. Training HR as internal transition coaches

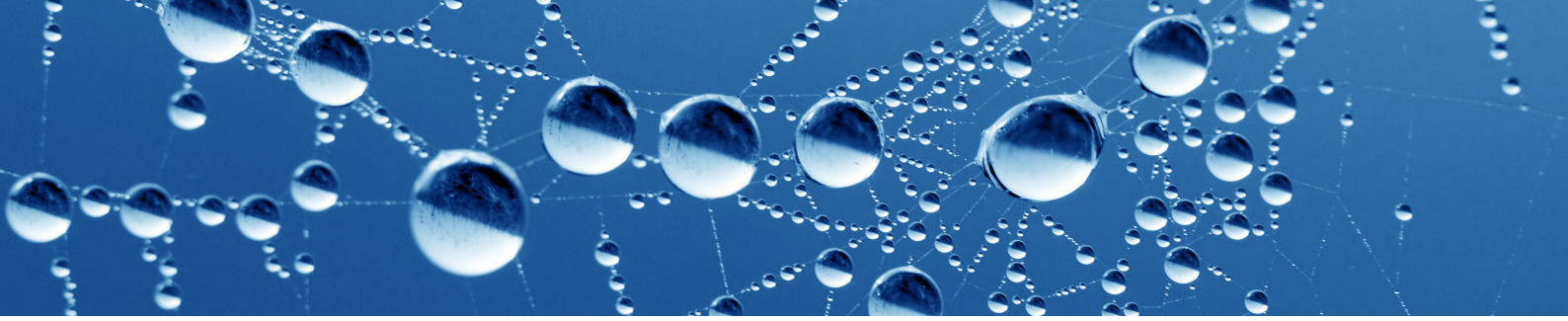
Training on Transition coaching for experienced internal coaches.
Developing internal coaches programme, including transition coaching for new coaches.
Plus coaching supervision.

3. Customisation of workbooks

Transition workbooks customised for use only by internal coaches.

4. Group support

Action learning or group coaching support using external BCG coach and the workbooks for 4 – 6 leaders.



Individual Transition Coaching Support Process

A typical process would include:

- Initial meeting with leader and coach to contract, ideally within early days of transition, introduce concepts, workbook
- Leader works with workbook as a guide/logs impressions
- Regular monthly sessions meeting off site– with leader, for 0.5 day – 1 days
 - E.g. 3 days over 3 months or 6 days over six months