

# NEW LEADER ASSIMILATION

Ensuring A Smooth Transition



*The Leader's Edge/Leaders By Design (TLE/LBD) New Leader Assimilation Process supports a senior leader who is moving into a new position **TO ENSURE A SMOOTH AND SUCCESSFUL TRANSITION.** The process combines executive coaching, personal and professional assessment, and skill-building.*

In our process, the New Leader quickly builds a foundation for success, identifies a charter and action plan, assesses organizational culture, determines business goals, and analyzes key stakeholders.

**THE ULTIMATE GOAL IS TO MAXIMIZE THE NEW LEADER'S EFFECTIVENESS IN A NEW CULTURE OR WITH A NEW TEAM.**

## ORIENTATION

The New Leader works with a personal *TLE/LBD* coach to:

- Understand the corporate landscape and all relevant issues
- Review the Organization Chart and the announcement of his/her arrival
- Establish goals, expectations and a communication structure with their new manager
- Understand the role and expectations of key organizational stakeholders

## ASSESSMENT

Assessment instruments are utilized to review the New Leader's leadership style and understand how specific behaviors will impact his/her performance.

## POSITIONING

Preliminary Identification of Issues and Challenges – This is the intersection of behavioral challenges and business issues. The New Leader and coach work together to identify the most relevant action items:

- Establishing business objectives and goals (both long and short-term)
- Leading staff - Assessing strengths and development needs, building a team, selecting new members, and making tough decisions
- Identifying and developing productive relationship with key stakeholders
- Establishing professional impact and presence

## PRACTICING

The New Leader and his/her coach have 2 coaching sessions per month with content specific to the New Leader's goals.