

First 100 Days Transition for Senior Appointments

Moving to a new position within an organisation is a huge challenge, especially when it is a senior appointment. Within the first three months he or she must assimilate a new job, influence a new team and create the right culture. They must make an impact both upwards and downwards and review their relevant business strategy.

New senior executives represent a very significant investment and a major act of belief and trust. They are expected to hit the ground running. The cost an unsuccessful appointment can be huge in terms of direct impact *on the business* and *for the individual* in terms of their career.

Senior executives get to top positions because they are bright, decisive, talented and experienced and they should have a clear idea of what they are expected to deliver. But **the first 100 days** are a surprisingly short time in which to make a mark and build those vital new relationships.

It is a time of stretch and learning, which all too often can lead to 'learning by mistakes' – a risk for both the organisation and the new appointee.

Objective Support

The LeaderShape approach to planning and coaching through a successful first 100 days begins before the appointee starts and often involves:

- 🚩 Key stakeholder & relationship mapping
- 🚩 Winning people over
- 🚩 Generating quick wins
- 🚩 Unravelling the politics
- 🚩 Defining priorities and focus
- 🚩 Creating the desired climate
- 🚩 Successful transition

LeaderShape Coach/Mentors all have direct experience at senior levels, most as MDs and CEOs and are able to support the new appointee with a real yet objective understanding of the issues – for the benefit of your business.

"My first 100 days are all about listening and learning. The last thing you'll get from me is a grand vision in the first 100 days. You need to give yourself time to be a sponge."
Paul Pressler, CEO – The GAP

Benefits of supporting senior appointees in the key transitional period:

- 🚩 Equipped to implement new strategies developed from senior management and team input.
- 🚩 Building of effective business relationships.
- 🚩 Understanding of internal communications network.
- 🚩 Culturally and socially integrated.
- 🚩 Can cascade own first 100 days learning to new talent.
- 🚩 Management of work/life issues during transition.
- 🚩 Realises effective results more quickly.

"Your coaching has certainly helped me settle into my new job and to establish myself. ... 'I have gained confidence from this process and I feel my level of performance at work has been enhanced'".
David Lock – European Marketing Manager – Novo Nordisk, Zurich