

## **ASSIMILATION COACHING SERVICES**

### ***ON-BOARDING***

#### **Premise:**

- Various studies have shown there is from a 27% to 70% chance that an executive in a new position will not make it successfully beyond the first 18 to 24 months.
- Of those who fail, 82% fail to build partnerships, 58% are confused or unclear about what is expected of them and 50% lack political savvy.
- Assimilation coaching, often called “on-boarding” can build partnership and political savvy skills in a new executive and can facilitate clear expectations for the new executive within the organization.
- Key stakeholders are included in the process, not just the individual being coached.

#### **Goals of Assimilation Coaching:**

- Address urgent issues in a way to launch the executive while simultaneously building relationships, developing vision and strategy, learning the job and developing action plan to create a successful future
- Internalize the learning and create sustainable leadership behaviors
- Avoid common derailment errors
- Create early wins and build foundation for achievement of long-term strategic business results

#### **Coaching Process Steps:**

1. Leverage time prior to entry
2. Gain self-awareness in addition to insights into the role, the team and the organization
3. Secure early wins
4. Build winning coalitions
5. Create a long-term vision, strategy and plan
6. Constantly get feedback on progress