5 STEPS
TO POSITION NEW LEADERS
for
SUCCESS

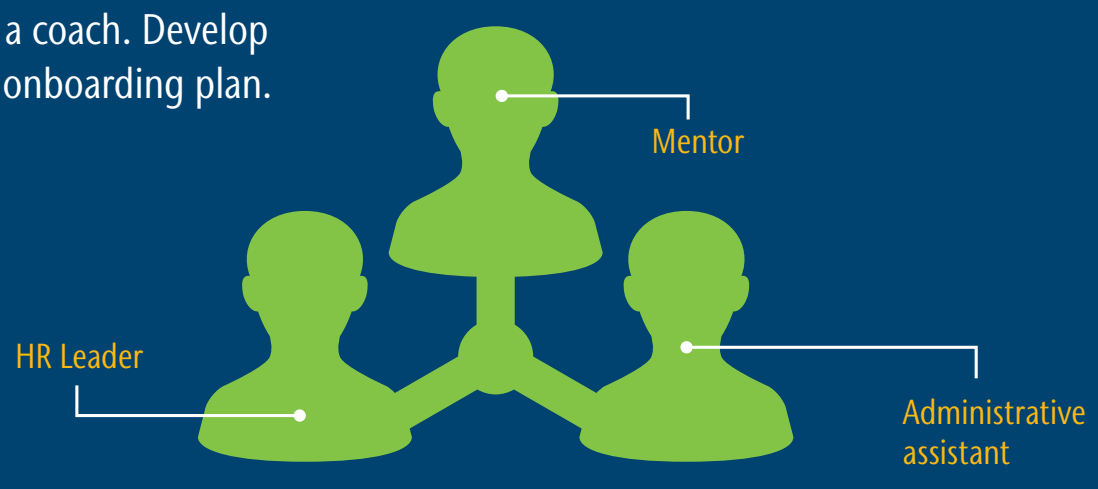
STEP 1
SELECTING

When selecting the right person, look at cultural fit and learning agility. Broaden the use of candidate assessment to identify potential assimilation problems before they occur; put measures in place to ensure success.

STEP 2
PRE-BOARDING

2 WEEKS PRIOR TO START DATE

Create an onboarding team to support the new leader's assimilation; each with responsibilities. The team may consist of employer, HR leader, administrative assistant, recruiter, a mentor and a coach. Develop a measurable onboarding plan.



STEP 3
INTEGRATION

DAYS 1-30

Series of meetings to facilitate integration and gather information.

STEP 4
EXECUTION

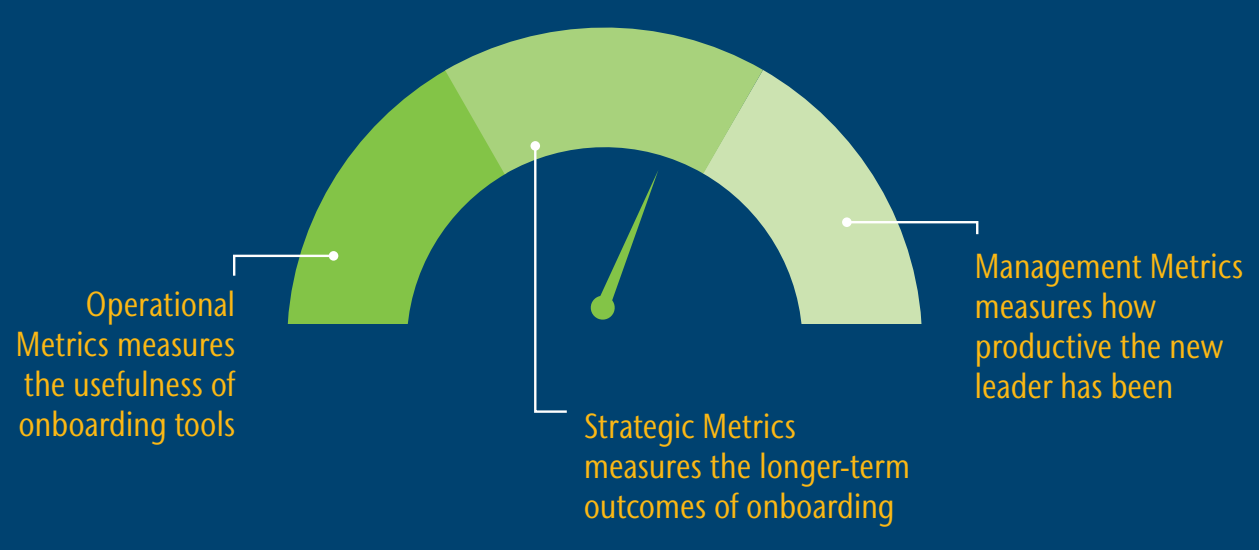
DAYS 30-90

The organization begins to expect results, and to see early mastery of learning tasks and responsibilities. Continuing support from the onboarding team required.

STEP 5
SETTLING IN

DAYS 90-180

Take stock every 12 weeks, continue measuring through settling in period.



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