



## THE KEY TO SUCCESS FOR EXECUTIVES IN NEW ROLES

A healthy organization starts at the top and those leaders influence the rest of the company. Leading corporations know that offering transition support to their high-potential and new executive-level hires is critical to the success of the organization.

### Who Transition Coaching Benefits

- NEW EXECUTIVES** coming into an organization
- INTERNALLY PROMOTED EXECUTIVES** in a new stretch role
- EXTERNAL EXECUTIVES** acquired by merger or acquisition
- NEW BOARD MEMBERS** appointed to the Board of Directors



### Why Transition Support Is Smart Business

ACCORDING TO RESEARCH | SOURCE: clomedia.com; The First 90 Days

UP TO  
**23%**  
EXECUTIVES  
who make internal transfers fail to meet expectations in the first 2 years.

UP TO  
**40%**  
MANAGEMENT HIRES  
end in failure within 18 months.

Average new hire does not add **VALUE** to the company until reaching the **Net Contribution Breakeven Point** at  
**6-7**  
MONTHS

**\$2.7**  
MILLION DOLLARS  
AVERAGE COST OF A FAILED TRANSITION

### Avoid Executive Transition Pitfalls

ACCORDING TO RESEARCH & INDUSTRY EXECUTIVES | SOURCE: 360 Degrees

#### THE TOP REASONS FOR FAILED TRANSITION:

Failure to...

#### CLARIFY & EMBRACE

Stakeholder Expectations

#### ACTIVELY BUILD

& manage team relationships

#### ENGAGE & ALIGN

the existing team members

#### ADAPT

to new and changing circumstances

### What Executive New Hires Say They Need

#### FRANKLINCOVEY TRANSITION COACHING PROVIDES

- Clearly defined expectations from executive manager and stakeholders
- Steps to establish leverage through active delegation
- An individual action plan to focus transition efforts
- Support in assembling the right team
- An unbiased mentor who is familiar with the transition terrain
- One-on-one conversations to build relationships and gain support

### How FranklinCovey Transition Coaching Enhances and Expands Organizational Onboarding Programs

- Address the alignment & assimilation of the new leaders
- Maximize transition results with minimum time requirements from the new executive
- Work with the company's internal resources and its onboarding process to maximize the executive's cultural assimilation
- Accelerate the executive's profitability to the organization

### Sample Transition Coaching

<b>PREWORK-1</b> Assessments Sponsor Team call Candidate call	<b>SESSION 1* 1/2 DAY @ DAY 1</b> Summary of highlights/ patterns from pre-hire assessments & other data available  Discuss your desires, goals, and fears for new role, new company, new boss  Review specific best practices for the first 90 days and sketch 30-60-90 day plan	<b>REPORT &amp; OVERVIEW</b> 90-day plan with Sponsor Team	<b>PREWORK-2</b>	<b>SESSION 2* 1 DAY @ 90 DAYS</b> Framing the day Identifying role priorities Assessing team talent Evaluating key relationships Planning your next 180 days Check in with Candidate and Sponsor Team	<b>FINAL REPORT &amp; OVERVIEW</b> 270-day plan with Sponsor Team
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#### Transition Coaching Experiences

"The Transition Accelerator from **FranklinCovey** has helped me to focus my priorities, align with my boss and the organization very quickly, and help me to more quickly become a productive employee. As both a newly on-boarded executive and Talent Management Officer, I can **see how valuable this coaching experience is** for the executive, as well as the entire organization."

Executive Healthcare Provider

"I have found that the **Transition Accelerator** has allowed me to integrate very rapidly into my new company and provided a roadmap for both short term and long term success. The program is an excellent vehicle for reflection that has helped me to very quickly understand and address both internal and external challenges to **becoming a better, more effective company leader.**"

VP Energy Company