

## Transitions - the First 90 Days

On average, senior managers move into a new role every 2 - 4 years. The impact of this change on the individual and the organisation can be huge, yet this critical transition period is often left to chance and it is not surprising that 40% of new hires fail to meet expectations.

Success in one business environment doesn't guarantee success in another, however it is usually not the individual or the business situation that causes failure but a mismatch between the two.

A successful transition will ensure that a new hire takes a systematic approach to gain early wins and build a cycle of success that will drive both short term and long term benefits.

Our Transition Programme accelerates new hires through the transition phase and ensures all of the required actions are taken, from diagnosing the business situation and identifying quick wins, to growing a network of supporters and negotiating with the boss.

### THE FIRST 90 DAYS

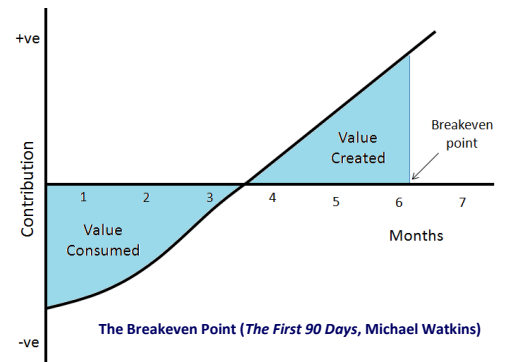
Every transition is different, however at a strategic level there are only a small number of scenarios that a new manager can expect to face, and each of these will generate specific challenges and require particular skills.

By understanding which scenario you are entering, you are better able to manage your environment, deal with peers and direct reports, build a network of advisors and supporters and reduce the time to your breakeven point - the time when the value you add to the business balances the value you have consumed.

Our Transition Programme will help you

- Understand the business scenario and its implications for you
- Build credibility fast
- Gain quick wins for the organisation
- Reduce your breakeven time
- Avoid the common transition pitfalls

This programme includes a range of tools, exercises and face to face coaching sessions. Additional telephone coaching sessions will provide on-going support during your transition.



### PROGRAMME PRICING

<b>Premier</b>	An initial 90 minutes face to face session, followed by four 30 minutes telephone sessions to create an immediate impact and build momentum.	<b>£515</b>
<b>Premier Plus</b>	A sustained programme of change starting with a 90 minute face to face session, then six telephone sessions over a 4 to 6 month period (two 60 minute sessions and four 30 minutes).	<b>£740</b>
<b>Elite</b>	A comprehensive coaching programme with an initial 2 hour face to face session, supported by two further 1 hour sessions face to face and six 30 minute telephone sessions over a 9 month period.	<b>£1060</b>

Pricing includes a 30 minute introductory call to agree scope and objectives, all coaching sessions, standard materials and ad-hoc email support. Travel and materials purchased specifically for the client are charged at cost.

### MEET OUR COACHES



Justin McCarthy is an experienced coach with a background in learning & development. After a successful career with the prestigious Mars, Inc., Justin held a number of roles at a large US software company, including head of European Training. Justin specialises in career development and training.



Kate Devos specialises in coaching Executives and Sales Professionals. Her clients benefit from her direct approach and make huge strides in their performance and progression. Kate has worked for many years in sales and business development, managing large and complex global accounts.