



## NEW LEADER ONBOARDING & TRANSITION

Bringing on a new leader can be stressful – particularly when it's a difficult situation or transition. Whether you are hiring on someone new from the outside or promoting an internal candidate to a new leadership role, the easiest way to ensure your new leader fails, is by ignoring the onboarding and transition process.

Your leader wants to succeed – and after the long and tedious interview process, you want your leader to succeed as well. But your leader can't just show up and "hit the ground running." At least not without ruffling a lot of feathers of team members who are already valued employees.

There is an easy to ensure your team gels from day one – and we are here to ensure that happens. Working with you, your new leader and the team, we will ensure that the leader is an accepted member and respected thought leader. We remove the friction around new beginnings, creating happy and high functioning teams, without the pain of "getting everyone on board" later down the road.

## NEW LEADER ONBOARDING THAT GETS RESULTS

This program is all about results. Having a new leader without followers is not acceptable. You just invested a lot of time and money to find the best person to take your team to the next level – now is not the time let it all go to waste. We will take your new leader, their new team and you through various exercises and activities to learn how to communicate with each other, driving motivations, and ensure a smooth transition.

Our program provides your new leader and team with effective tools and a healthy dose of transparency to create a successful transition. We bring both sides to the same table, gaining buy-in, setting ground rules together and setting expectations. Setting both sides up for continued success.

While we customize each program for your company to ensure alignment with your culture and HR practices, our New Leader Onboarding and Transition programs tends to include these elements:

- Pre-work evaluation and identification of potential friction points
- MBTI® Assessments and personal reflection
- Communication styles and preferences
- Basic communication style effectiveness adapted from Discovery Insights®
- No holds bar discussion and plan forward for high performance
- One-on-one meetings with new leader and key talent individuals
- Continued access post-discussions to ensure transition plans are being executed

## WHY USE US FOR NEW LEADER ONBOARDING AND TRANSITION?

Being able to smoothly transition the best person for the position into a true leadership role takes a well-thought out plan that extends past the typical HR process of extending an offer and attending an onboarding session. HR can't possibly transition each and every new leader one by one. That's where we come in. We partner with HR and you to ensure that we do more than place a leader, we transition them and their team individually into their new role.

Our experiences allow for individualized transitions and in-depth onboarding – to ensure that the leader and his or her new team members start on the right foot, have clear expectations of success and how to deliver results for the company.

We take the pressure off of you and HR, while ensuring you get results from your team and your new leader is set-up for success from the moment they join your company. We also provide an additional level of support and tools for your team to rely on as they form into a new team.

[Contact us](#) to discuss your New Leader Onboarding and Transition needs.

## Want to Learn More?

Contact us now to discuss your organization's needs and see how this program will work for your company.

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