



LCSR Consulting, LLC

Leadership drives **Culture** which drives **Sustainable** business **Results**

***Executive On-Boarding/Assimilation: A Key to Accelerating
Success***

Introduction: Executive On-Boarding/Assimilation: A Key to Accelerating Success

Executive on-boarding, or assimilation, is a process meant to ensure leaders adapt and become full contributors in the organization --faster, better and with fewer problems. It is designed to protect and enhance the investment made in a leader entering a new role. Protecting that investment is even more critical in today's world where research shows that 40% of new executives fail within the first 18 months and the cost of a bad hire can be 2 to 3 ½ times job salary; not to mention lost productivity and lower morale. A typical program features one-on-one coaching focused on the critical point in a leader's career when they join a new company or are given expanded leadership responsibilities. The successful program helps ensure success through accelerated learning, and helps the leader avoid the common pitfalls and barriers that often derail leaders in transition.

Benefits

There are several benefits to executive on-boarding/assimilation. These include:

- Accelerating the leader's transition, so they quickly become effective in the new role and achieve fast results
- Reducing the probability of high failure/disappointment rate
- Supporting and guiding the leader in initiating new ideas and innovation
 - Assists with cultural issues, working to ensure an appropriate balance between assimilating into the new organization and influencing positive change
- Providing personal assistance in effectively dealing with difficult people, situations, and circumstances during the first vulnerable year
- Providing an independent and objective temporary mentor, sounding board, and coach
- Helping the leader develop and implement a 12-month strategic blueprint aligned with business objectives, to include key goals, strategies, and initiatives

LCSR Executive On-Boarding/Assimilation Program

As with everything we do at LCSR Consulting, our On-Boarding/Assimilation Program is customized to meet the needs of each executive. We do not believe in "off the shelf" standard answers. We believe that customized solutions provide the greatest opportunity for you to address the issues and challenges you are facing to achieve your goals.

With respect to the LCSR On-Boarding/Assimilation Program, customization begins by identifying areas of concentration and also includes goal setting, action planning, one on one coaching and a "first impressions 360 assessment".

Example areas of concentration include:

- Aligning expectations between the leader and the organization
- Quickly building a focused team
- Developing solid stakeholder support
- Bringing in innovation and new ideas effectively

- Learning quickly to close significant knowledge gaps
- Being attentive to critical success factors and common "derailers"
- Leveraging strengths and improving weaknesses

Goal Setting & Action Planning:

- Determining priorities, objectives, strategies and specific actions

Coaching:

- Providing one-on-one assistance in achieving goals year 1 goals
 - Includes a "First Impressions 360" after 3-4 months

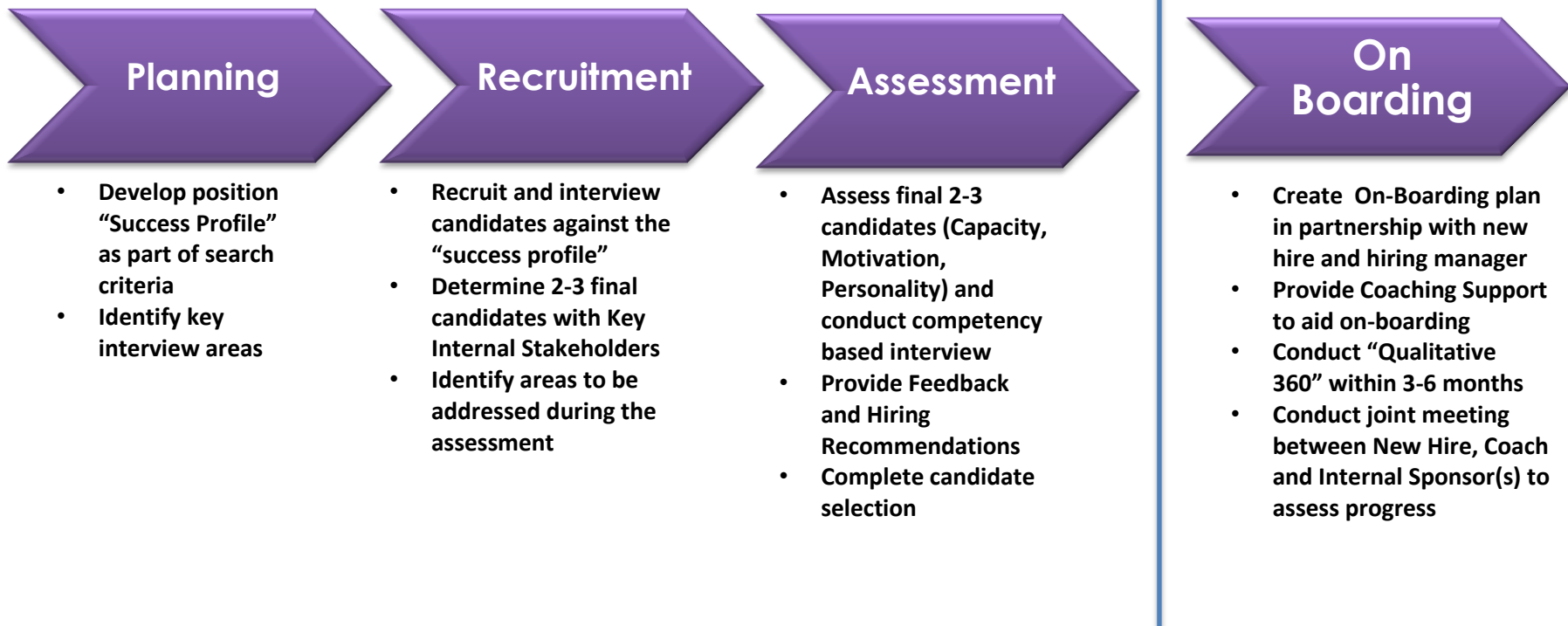
Program Overview

- The typical on-boarding/assimilation engagement will last 6 months
- An on-boarding plan in partnership with the executive new hire and manager will be developed once the engagement has been agreed to
- Provide coaching support to aid assimilation
 - Face to face meetings will occur once a month (contingent upon Client availability)
 - In addition to face to face meetings the coach will be available for phone calls/Skype calls as needed. It is highly recommended that the client take advantage of the informal "touch bases".
- Conduct "Qualitative 360" after 3-4 months and provide feedback
- Facilitate "three-way" meeting between new hire, coach and manager to review progress and get feedback
- Written progress reports can be provided on an as needed basis

Executive On-Boarding/Assimilation

Process and Outcomes—Integrated with the Selection Process

Recruitment and Selection



The first three phases are part of the typical recruitment and selection process. The fourth phase is the value added service of an on-boarding program.