

(SAMPLE)

Leader OnBoarding

The *(Your Company's)* Business Case



Failure: The Hidden Profile

New leaders who:

- Fail to collaborate or build relationships
- Don't manage the personal transition well
- Use an old approach with a new organization
- Take too long to get up to speed
- Don't effectively manage their teams
- Make decisions too fast or too slowly
- Do not understand the culture
- Can't get things done



OnBoarding Best Practices

- Leadership endorsed
- HR-owned and facilitated
- Internal capability created
- Structured, yet flexible methodology
 - Web-based tools
 - Organization-wide
 - Departments/Business Units can customize to fit their populations

Leader OnBoarding builds a platform for new leaders to...

- Accelerate organizational learning and knowledge transfer
- Develop and implement alignment and success strategies
- Return your investment faster by speeding time to new leader performance
- Build and leverage relationships
- Anticipate and avoid derailers
- Reduce turnover-related and lost opportunity costs

