

External Coaching

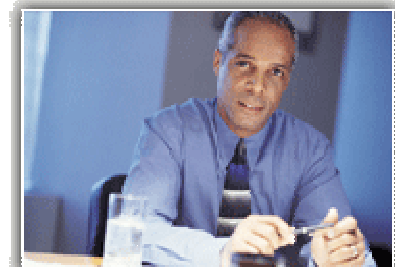
Ramping up new leaders. Faster. More Effectively.

Why *Leader OnBoarding* provides external coaching:

OnBoarding Coaching is our core competency. We have been pioneers in onboarding work (and research) since 1997, offering highly qualified coaches and a proven approach.

Leader OnBoarding builds *internal* coaching capacity in many client organizations, and they often prefer to retain us as *external coaches* for their more senior-level executive hires because these leaders expect, and deserve:

- Personalized attention from onboarding experts
- The open dialogue made possible by a confidential coaching relationship, with an emphasis on knowledge transfer
- Support in the identification and development of key stakeholder relationships
- An outsider's perspective and frank appraisal of the leader, role, team and organization
- Ongoing feedback and role clarification, using our proprietary *LevelSet: Early Feedback* tool and *Team Alignment Process* intervention
- An understanding of universal onboarding themes within the specialized context of the new leader's situation



Measuring the effectiveness of external onboarding coaching¹:

- Ramp-up time trimmed by up to 26%
- New Leader turnover reduced by over 45%
- Direct Report turnover decreased by up to 39%
- Reduction in hiring and relocation costs of up to 34%

¹ Based on client research in specialty retail, financial services and healthcare organizations (when onboarding coaching is provided to new leaders within one month of their entrance into role – delay decreases effectiveness of outcomes).