



Executive On-Boarding & Integration

Designed to protect and enhance the investment made in a leader entering a new role, this program helps to assure success through accelerated learning and achievement of results. Customized for the company, the process helps avoid the common pitfalls and barriers that often derail leaders in transition.

The benefits of Executive Integration expand beyond the individual.

Benefits to the individual

Reduces the high failure rate of these leaders.

Benefits to the team

Helps the leader “own the business” and lead in a way that makes everyone think like an owner.

Benefits to the organization

Accelerates the transition, so he/she quickly becomes effective in the new role and achieves fast results.

turknett leadership group
ph. 770 270-1723
2310 Parklake Drive
Suite 500
Atlanta, GA 30345
www.turknett.com

Who is a Candidate for Executive Integration?

- Executives hired from another company or industry
- Newly promoted leaders with expanded responsibilities
- Leaders transferred from one department or division to another
- Any leader who has joined a new company or is given expanded leadership responsibilities can benefit from this program. Research shows that on average 25 - 40% of transitioning leaders are either terminated, self-selected out of the new position, or are assessed as not meeting expectations after six to twelve months in the position.

Additional Benefits

- Reduces the probability of high failure/disappointment rate of these leaders.
- We are particularly adept at assisting with cultural issues, working with the participant to assure an appropriate balance between assimilating into the new organization and influencing positive change.
- Supports and guides the leader in initiating new ideas and innovation.
- Provides personal assistance in effectively dealing with difficult people and especially challenging situations during the first vulnerable year.
- Provides an independent and objective mentor, sounding board, and counselor.
- Helps the leader develop and implement a 12-month strategic blueprint aligned with business objectives that includes key goals, strategies, and initiatives.

The Process

Executive Integration typically includes 8 sessions over 6 to 10 months. Areas of emphasis, both for personal growth and development and for making a successful transition into their new role, will include work on such key areas as:

- Developing priorities as a team
- Aligning expectations between the leader and the organization
- Developing solid stakeholder support
- Being sensitive to the “host” culture
- 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

In addition, the process also includes:

- Individual evaluation on a number of leadership dimensions, with benchmarking and comparison to successful leaders.
- Goal Setting and Action Planning - to determine priorities, objectives, strategies and specific actions.
- One-on-one coaching - to assist in achieving goals for the first 12 months on the job, with heavy concentration during the critical first 90-120 days.
- Measurable results. A follow-up 360 assessment is administered online to measure improvement in the areas targeted for development.

As an added benefit we also suggest conducting a Team Integration process for the leadership team to further insure the transition of the individual and successful integration into the leadership team.