

Leadership Onboarding

The challenge of taking on and mastering a new job is heightened by expectations to deliver results in a shorter time frame than ever before.

The stakes are high. Up to forty per cent of newly promoted leaders fall short of expectations in some way in the first eighteen months, and the risk is greater for newcomers to the organisation.

Getting off to a good start by actively working on the transition itself and having a plan to stay on track are the foundations for success.



The 90-Day Plan™

The 90-Day Plan™ is a program to help newly appointed executives and managers succeed in their jobs as quickly as possible. It provides a proven model for managing transitions that participants can adapt to suit their own style and situation.

Time in the first 90 days is precious. Priorities for new leaders are learning about the organisation, defining opportunities, crafting a plan for the business and building relationships to establish trust and commitment.

Over 900 executives and managers have participated in The 90-Day Plan™ and our experience has shown there is no better time to capture people's drive for self development than when they are facing new and different challenges.

The Format

The Executive 90-Day Plan™ is a confidential, one-on-one coaching program designed for newly appointed or promoted executives and delivered by an experienced, external coach.

The Manager 90-Day Plan™ comprises a mix of self-paced learning and short transition forums or workshops for managers. Accreditation training is available for in-house practitioners to build internal capability for delivery.

The 90-Day Plan™ can be customised for your organisation. Options include tailoring or adding to the content, and integrating it into your development systems. In this case, the program materials can be branded with your organisation's corporate colours and logo.

The Benefits

For Executives and Managers

- ✓ Faster understanding of the full requirements of the job
- ✓ Thorough scoping of opportunities to make an impact
- ✓ Greater insight into the capability needed for success
- ✓ A plan to build positive working relationships
- ✓ A process for deciding what issues to tackle first
- ✓ An objective mentor, sounding board and coach.

For Organisations

- ✓ Shortens time for new leaders to become productive
- ✓ Increased the success of selection decisions
- ✓ Focuses people on the true needs of the job
- ✓ Reduces the probability of derailment
- ✓ Decreases the likelihood of job turnover
- ✓ Establishes a development culture

For more information on onboarding and how the 90-Day Plan™ can be implemented in your organisation, please call us on +613 9666 3200 or email info@ldninternational.com