

## External Coaching

### Ramping up New Leaders. Faster. More Effectively.

#### Why *Leader OnBoarding* Provides Executive Coaching Qualification

OnBoarding Coaching is our core competency. We have been pioneers in onboarding work (and research) since 1996, offering highly qualified coaches and a proven approach.

*Leader OnBoarding* builds *external* coaching capacity so more clients can receive:

- Personalized attention from OnBoarding experts.
- Open dialogue made possible by a confidential coaching relationship.
- Support in the identification and development of key stakeholder relationships.
- An outsider's perspective and frank appraisal of the New 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.
- A view into the organizational culture, utilizing our *Culture Snapshot* tool to identify operational strengths/weaknesses and align expectations.



#### Measuring the Effectiveness of Executive OnBoarding Coaching<sup>1</sup>

- 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%.

<sup>1</sup> 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).