



# Accelerated On-Boarding

  
**altris**  
releasing potential



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## What is Accelerated On-Boarding?

The Altris Accelerated On-Boarding programme offers dedicated access to an experienced corporate coach to the newly transitioned leader. The programme takes them through a step-by-step process to establish clear objectives for the first 90 day period, make plans and take the actions that increase their opportunity to succeed in the new role.

The Accelerated On-Boarding approach assists the transitioned leader in achieving high levels of performance and to 'make a difference' in as short a period as possible.

The programme offers a total support package with e-mail and phone contact as well as workbooks and reading material and is built upon a face to face, one to one coaching relationship.

## Why do it?

It's a frightening statistic that 40-50% of new outside hires do not come up 'to scratch'. In today's tight business environment, organisations simply cannot afford this negative impact on performance and investment.

Given the time and energy involved in securing someone into a new senior role, it is wasteful, disappointing and potentially confidence-destroying for a newly appointed leader to be allowed to 'sink' rather than 'swim' in the early stages of their role.

By the time you get to executive and senior management level, standard induction is not what is needed. At the top level, what you need to know will not be found in a standard organisationally-based induction. What you need is a tailored and focussed programme which builds on your capability and experience as well as addressing potential weaknesses and interferences.

On-Boarding has been around for a number of years and is a well-proven investment. It is a well established concept in North America and Europe where it is understood that success isn't accidental and that you need to invest in new talent so that they are able to 'hit the ground running'.

## How does it work?

The Altris programme brings structure and process to the coaching conversation using our 'APEX' process to guide the 90 day planning and our 'Get Successful' process to accelerate the executive's transition and their embedding into the organisation. Both of these processes are explained in full in our 'Accelerated On Boarding' document.

Once the leader has a clear idea of what they aim to have achieved by the end of their first 90 days, the Accelerated On-Boarding programme works the leader through a series of planned conversations that are designed to achieve critical success factors and overcome the potential risks that many people face in this early period. However successfully you have changed roles before, these critical conversations promptly get your thinking out of your old job and attuned to what you need to find out to succeed in the new job.

## Who will Benefit?

This programme will benefit senior managers, executives and partners who have recently transitioned, or are about to transition into a new role and who want to set themselves up for success during the crucial first three months.

## Outcomes and Advantages

The ultimate outcome is a newly transitioned manager or executive who is performing to a high standard, and achieving results as quickly as possible.

Specific advantages for the leader and the organisation are likely to include the following:

## Advantages for the newly appointed leader

- Build early momentum in the role
- Set and achieve goals and objectives for the crucial first few months
- Confidence to try out new approaches in a supportive environment
- Proactive leadership rather than being purely 'issues led'
- Grounded ideas, through accessing the external 'sounding board'
- Declaring and meeting commitments
- Positive reputation building

## Advantages for the newly appointed CEO

In addition to the above, new CEOs will benefit from:

- Stakeholder relationship planning
- A structured opportunity to plan a successful board relationship
- An experienced sounding board when 'navigating' through and around Board personalities
- A focus on their role's real purpose, appreciating that this role will be different from their past role
- Building Board confidence

## Advantages for the organisation

- Achieve results sooner
- Increase success in critical roles
- Improve organisational brand as a great place to work, and attracting 'the best'
- Visibly demonstrate a willingness to invest in people
- Minimise time spent mentoring executives in-house
- Reduce the likelihood of a new appointee failing during their crucial first three months
- Avoid significant costs (in time, money and reputation) of replacing managers who struggle to perform

