



Congratulations!

So . . . you have got the career move you wanted!

Now you have to deliver and want to get your approach right from the outset.

You know the first 30 days will be critical:

Who do I need to build relationships with?

What kind of team do I need around me?

How well are they performing and what needs do they have?

How can I ensure they are motivated from the word 'go'?

How do I get to grips with the politics and decision-making?

What will be my vision?

What will stop me achieving?

How will I know I have succeeded?

'New Leader, New Team'

About to start in your new role? Need to understand the politics and determine where focus? What about the problems you have inherited? And that's only the ones you know about!

We enable you to decide and release time to focus on the right issues while we help engage, align and motivate the team to contribute effectively under your leadership.

What is our approach?

It's really all about you and the team. Your success lies in the right approach to the role and the way you engage your new colleagues.

For you?

A personal coach will work with you to analyse and define your game plan for the first month in the role and how you will measure success.

We start before you begin in the new role helping you examine and determine your best approach by answering questions like:

- ◆ What information do I have and what will I need?
- ◆ What are the *real* requirements and *perceived* expectations of the role?
- ◆ What does the role entail? How will I identify my priorities?
- ◆ How will I approach take to engage and lead the team?
- ◆ How will I establish my working relationship with my new manager?
- ◆ What resources will I have and need?
- ◆ What goals do I need to set myself?

For your team?

Having identified the key initiatives which only you can lead and deliver, we agree where our coach can support your work with the team. We are careful to remain objective and ensure that our involvement is seen as beneficial to all. Rather than undermine your leadership we ensure our facilitation acts as a catalyst to what you want to achieve.

Together, we agree programme for the team, woven from a number of carefully selected and tailored interventions which might include:

- ◆ Interpreting and developing your vision for the team
- ◆ Developing the balanced business scorecard
- ◆ Identifying and scoping the key initiatives and projects
- ◆ Identifying the barriers and development needs of the team
- ◆ Paving the way for the 'team climate' you want to create
- ◆ Determining and crafting personal objectives with team members
- ◆ Examining and strengthening and relationships with other teams
- ◆ Helping raise their self esteem and motivation

You remain in charge but some of the above can proceed while you are tackling other key issues and establishing yourself with your customers and peers.

Would you like to discuss further?

Contact us on 01628 7711960 to discuss how we can help you.