NEW LEADER ASSIMILATION PROCESS

Dramatically decrease the learning and relationship-building curve while increasing productivity and results.
New Leader Assimilation Process

We’ve all been there – you have just hired the “perfect” leader and six months in you’re scratching your head saying to yourself, how did I make such a hiring mistake? Odds are, you didn’t hire the wrong person but instead you didn’t onboard them successfully. Many organizations spend thousands and thousands of dollars investing in acquiring great talent only to find that their new leader assimilation and onboarding processes (or lack of) are causing new leaders to fail.

The Center for Creative Leadership (CCL)* estimates the failure rate for new leaders to be 38% to over 50% primarily due to the leader’s failure to assess the needs in their changed environment.

When a new leader joins an organization or a new department, a period of uncertainty ensues. The newly placed leader wants to learn everything (and everyone) as quickly as they can while at the same time delivering results too. This creates an environment of uncertainty for the existing team which results in emotional stress, uncertainty, fear and decreased productivity. Study after study shows us that newly placed leaders can quickly fail unless they have the ability to rapidly build relationships, learn and assess the new organization, understand their role and expectations and how to adapt to their new environment and culture. This process typically takes six to nine months, however, with the increased business demands of today, organizations expect this process to happen immediately.

Westport Intl can help you launch your newly placed leader successfully within your organization. We call it our vertically integrated approach to placing new leaders.

Westport Intl’s New Leader Assimilation Process can dramatically decrease the learning and relationship-building curve while increasing productivity and results. Our assimilation process can be customized to fit your needs but most successful assimilations can be completed in either a one-day or two-day session.

Our one-day facilitated workshop includes:

- Pre-meeting conference with the newly placed leader and human resources to review process, develop cultural/needs assessment and outline expectations
- Customized pre-work for new leader and participants to review prior to workshop
  - For the leader – what do you want the team to know about you personally, professionally, expectations, communication style/work style
  - For the team – what do you want your leader to know about you as an individual and as a team/expectations
- Written summary for new leader outlining final agreed upon expectations and actions

Our two-day facilitated workshop includes:

- Our complete one-day session
- A full day dedicated to personality/style assessment of new leader and each team member with team building workshop to understand how the team can work together more effectively

Please contact us directly to further understand how we can help you successfully launch your newly placed leaders!

*Center for Creative Leadership, 2009