

# Executive and Leadership Transition Coaching

## Why invest in leadership transition coaching









The failure rate for external executive and leadership hires is between 30% and 50%. This is extremely costly both for the business and new leader. Many of these problems can be avoided with better onboarding and transition, saving your business time, money, lost productivity, and reputational damage.

By accelerating new leaders' transition into their role and helping them navigate inevitable challenges and demands, we put leaders on a path to excellence. This inspires and enables them to achieve high levels of effectiveness and success, making a positive difference for their team, stakeholders, and the organization.

## What to expect

Studies show that high quality coaching increases leadership individual and team performance significantly, by up to **70%**.

### Outcomes you can expect:

-  Improved self-awareness and clarity of purpose
-  Quicker integration into the team and business
-  Greater leadership of others around an inspiring vision
-  Greater change readiness and capabilities, including agility, grit, and resilience
-  Higher quality thinking and decision-making
-  Improved relationships with team and key stakeholders
-  Faster learning, improvement, and innovation
-  Sustained business results



## Our leadership transition coaching approach

Our transition coaching provides a confidential and safe space for leaders to build awareness, improve the quality of their thinking, strengthen relationships, and adapt to be ready for the future. We always customize our coaching to the leader's unique context and requirements.

### The process typically involves:



An upfront **discovery process** with the new leader and client sponsor/s to clarify transition coaching goals, expectations, and the business context.



**Pre-boarding** to help the leader prepare for their transition and take stock of their current leadership and readiness for the challenges ahead.



A **leadership assessment** of strengths, capabilities and knowledge required to succeed in the role and exploring ways to adapt their style and strengths to optimize their effectiveness.



**100-Day Personal Transition Plan** based on a comprehensive assessment of the leader's realities, challenges, and opportunities, as well as focus areas for their growth, wellbeing, and work-life integration.



**Virtual or in-person coaching sessions** (typically six to nine 1.5 - 2 hour sessions) to realize their goals, implement winning strategies and deal proactively with challenges.



**Mid-way evaluation** with sponsor/s to review progress and take account of any additional feedback.



**Practical learning exercises** between sessions to encourage reflection, reinforce change and sustain learning.



**A close-out meeting** with the new leader and client sponsor/s to review progress and evaluate impact.



**Optional 1-1 masterclasses** covering essential leadership skills including *High-impact Team Leadership, Leading Change, Creative and Design Thinking, Building Resilience, Effective Coaching and Delegating and Emotional Agility.*

# Our team of executive and leadership coaches

All our leadership coaches have advanced coaching qualifications together with excellent commercial and transition coaching experience gained with some of the world's most successful companies. We work across many different sectors, including Biotech & Pharmaceuticals, Business & Professional Services, Energy, Engineering, IT, Financial Services & Banking, Media & Telecoms, Public Sector and Retail & E-commerce.

We have significant experience working across multiple geographies and cultures, including North America, UK & Europe, Asia-Pacific, Middle East, and Africa.



# Overview of our typical process



# Talent Coaching

Our leadership and talent coaching unlocks the strengths and potential of key people by ensuring they have the capabilities, motivation and learning agility to produce great results and thrive in their careers.

## Types of coaching we offer include:

- Onboarding and transition coaching for leaders
- Coaching for high potentials and future leaders
- Strengths-based career coaching for individuals and teams
- Coaching skills training for managers and team leaders
- Team coaching

## Coaching on the TalentPredix™ Strengths Profile

**Some clients don't have the time to coach people who have completed a TalentPredix™ assessment.**

With our managed TalentPredix™ coaching services, you can outsource this work to our expert coaches. As well as saving you time, this ensures your people get the benefit of being coached by a pro.

## Our Approach

Our coaching provides a confidential and safe space for clients to explore ways to produce better results, improve relationships, navigate change, and achieve their full potential.



### Discovery

- ✓ Coach matching, selection and contracting
- ✓ Clarifying goals and expectations with coaching client and company
- ✓ Assessment / profiling to enhance self-awareness
- ✓ Optional 360-degree stakeholder feedback process



### Coaching Sessions

- ✓ Series of coaching sessions (in-person, virtual or hybrid)
- ✓ Follow-up actions and support to embed learning
- ✓ Access to tools and resources



### Review of Progress

- ✓ Regular check-ins with client and company sponsor/s to review progress
- ✓ Progress report with recommendations

All our coaches have advanced coaching qualifications and excellent business experience, having worked with some of the world's most innovative and successful businesses. We can support projects across multiple sectors, geographies, and cultures.

## Price

**Fees depend on the specific coaching requirements. Contact us for more details and a quote.**



**Our purpose** is to unleash exceptional talent and thriving workplaces.

To advance our purpose, **we pledge** part of the proceeds from the sale of each TalentPredix™ profile to help disadvantaged job seekers gain equal access to job opportunities.



**Find out more:** [talentpredix.com](https://talentpredix.com)



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