

Empower Your New Executive

With Our Transition Coaching Services

You have invested significant resources in finding the right person to fill a key position at your company. Now, you want to do everything you can to help your new executive excel and contribute to long-term organizational success. Robert Gregory Partners can play a role.

We have developed a series of Transition Coaching Services to help the promoted executive transition to a different role or the external hire integrate into the organization. Each service is designed to work within specific situations and budgets, meeting a range of needs. Our services significantly increase the likelihood for a successful transition into a new position.

Transition Success Accelerator

Executives hired or promoted into senior positions – or key areas within your business – are critical to your company's optimal performance. Our Transition Success Accelerator (TSA) puts the power of our most comprehensive program behind them. TSA takes your leader through three phases of a successful assimilation:

- **Phase One: Exploring the Executive**

- TSA helps your executive get off on the right foot. The process begins on acceptance of your offer or within two weeks after the start date and includes a half-day, one-on-one coaching session with your new executive. We focus on uncovering behavior tendencies on the job that might hinder success. This phase can employ Hogan assessment tools, pre-hire assessment or brief interviews with key players from the executive's previous job.

- **Phase Two: The Executive at Work**

- Sixty days on the job gives your executive and associates a chance to know each other and identify potential misalignments. At this point, we conduct a full-day, one-on-one coaching session with the executive and gather data via stakeholder polling. Based on this data, we collaborate with your executive to co-develop a 180-day game plan for accelerating performance and assimilation into the position and organization.

- **Phase Three: The Report**

- The TSA process results in a full report on all facets of work completed in phases one and two. The report includes executive and stakeholder hopes and concerns about the role; a comparison of how the executive is spending time in view of the priorities as well as a look at how the executive's priorities stack up sequentially; an assessment of their team; a stakeholder map of alignment with priorities; and the 180-day game plan.

Transition 360° Debrief

Our 360° Debrief is an economical solution to help your company assess the executive's transition into a new position 60 to 120 days after start date. The service includes a full 360° survey; interviews with the executive and key stakeholders; and a full 360° debrief, shared with the executive and sponsor team.

Transition Coaching

We also offer a foundational transition-coaching program, which includes weekly meetings with the new executive for 90 days from start date to help him or her acclimate to a new role. Throughout the coaching process, the sponsor team provides ongoing feedback to the coach to help guide the direction of the weekly sessions.

Next Steps

Upon the conclusion of any of these transition coaching programs, we sit down with the sponsor team to discuss any next steps for the executive's continued development as a leader within your company.

About Robert Gregory Partners

Beyond transition coaching, Robert Gregory Partners offers a full range of services to meet leader development needs across your company. Our executive coaching programs focus on helping your leaders and teams perform optimally, in alignment with your business strategies. Services include individual and team coaching as well as new-leader transition programs. Our leadership development consulting services enhance your overall talent management through leadership development programs, high-potential talent development, leadership models and succession management.

ROBERT GREGORY Partners

Expertise.

Scope.

Results.

Centrally located, with headquarters in Dublin, Ohio and offices in New York, N.Y.

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