



THE WHOLE WORKS

Transition Coaching

Why Transition Coaching

Recruiting and retaining high performing talent was the number one concern of CEO's in the IBM ...2008 survey. Since its publication we have seen turmoil in the financial markets resulting in massive uncertainty and change at unprecedented levels for the last 50 years.

Now more than ever, we need to have the very best talent, to ensure that we manage the uncertainty and importantly identify the opportunities that will occur and execute strategies to ensure that those opportunities are capitalised upon with optimum effect.

Organisations invest (can be as much as 30% of annual salary) a considerable amount of time and money identifying and recruiting the right talent. It is critically important therefore that this talent be given the very best opportunity to deliver optimum performance in the shortest amount of time.

Following extensive research Harvard Business School Professor Michael Watkins published his book "The First 90 Days" in which he highlights through real life examples the challenges and potential pitfalls that new executives experience in the first three months in the job, whether recruited from outside the organisation or an internal appointment, moving from functional to line management positions and vice versa. A large number fail (despite being outstanding performers in their previous roles) because they are totally unprepared for the challenges they face. Failure to optimise this time and opportunity is costly and not just in recruitment costs. Consider the possible impact on the organisation, staff, customers, partners, suppliers and critical time factors in implementing competitive changes as well as time to market opportunities, to say nothing of the impact on the talented individual we have recruited.

Michael Watkins offers a number of considerations and practical activities for those embarking on a new role. We at The Whole Works through our own experience have developed similar approaches within our transition coaching offering. We address many of his recommendations and much more.

We offer a dedicated programme for those executives in transition we have tailored our approach to give those executives the best support possible to enable them to develop their own plans and strategies to deliver optimum performance by the end of the first 90 days, creating real impact for the organisation, their leaders and themselves.

To learn more about this programme contact Ian at The Whole Works.

ian.sellick@thewholeworks.org.uk

Telephone: 01275 849755 Mobile 0797 9516791