

Coaching for the First 100 days

Taking on a new role either in your own organisation or making the transition to a new one can be a real challenge. The first 100 days are critical as this is often the most challenging time for a senior executive joining a new organisation or taking on a larger role.

When it goes well it is a rewarding and motivational experience but all too often things don't go to plan for two main reasons. The person still has one foot in the old job and finds it hard to make the transition, or sufficient thought is not given to planning this transition and negotiating through the obstacles that will need to be overcome.

Coaching for the first 100 days has been developed specifically to overcome this and to enable clients to make a smooth transition into a new role and deliver results quickly. This provides obvious benefits for both the client and their organisation.

The Solution

A package of 5 face-to-face coaching sessions, delivered over a period of 4-5 months.

How it works

The first two sessions normally take place in advance of the client starting with the organisation or taking on their new role. The focus will be about getting them to let go of the old role, identifying what preparation they need to do and how they will make an effective transition from one organisation to another.

There is also the opportunity for a short session with the new line manager to establish their needs and expectations for the first 3 months. We also view them as a client and it is important that their expectations are considered. This will also help in evaluating the impact of the coaching and demonstrate the all-important return on investment.

The remaining sessions take place once the client is in post at 3-4 week intervals. The focus of these sessions is normally to help optimise the performance of the client in achieving goals and to identify and remove any personal barriers that may prevent them from doing this. The focus of the sessions are defined at session one, however experience has shown that often there will also be burning issues they may also want to discuss. The overall aim is to get them successfully through the first 100 days and beyond.

At the end of the sessions there is the option to continue the coaching if the individual and the organisation sees it as being beneficial. There will also be another short review session with the client's line manager to evaluate the impact of the coaching and identify areas for further focus or development.