

Transition Acceleration Coaching

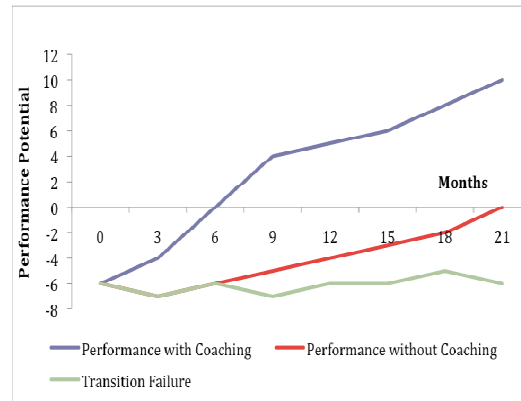
The challenge of leadership transition has always existed - it is not a new phenomenon. Today's rapid changes in the global business community and increasing competition, are forcing companies to deliver better results, with fewer resources at a faster pace than ever before. This means the pressure is on for new hires or promoted executives. They often feel they have jumped into deep water without a life jacket.



Experience shows that there is a significant risk to company and business performance when hiring executives from outside or promoting internally. When estimating the risk in transition the questions to ask yourself are as follows:

1. What is my organisation's overall hiring success rate? Is it 100% 80% 50% or less?
2. What are the costs (financial and organisational) to the company of a poor hire or unsuccessful transition?
3. How long does it generally take to on-board new hires or promoted executives? Is it 6 months, 12 months, 18 months, 2 years or more?

Research shows the following for estimated times of on-boarding with and without coaching:-



In response, MDP Coaching has developed a *systematic and rigorous process for accelerating transition*. Selecting from a wide range of diagnostic and assessment tools, MDP coaches work in partnership with the executive, boosting their confidence and ability to succeed. Results are a speedier on-boarding, and sustained high-performance. Costs will be minimized. The organisation is seen to be taking joint responsibility for the individual's success.



If you would like to know more about how MDP can support the success of your leadership transitions, please contact us at:

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