

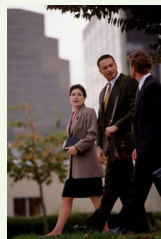


David Moont Consulting

New Leaders

Starting a new role is for most people exciting and challenging. As leaders take on new roles, they need to learn the ropes quickly to deliver top performance. They need to identify what is important for immediate success. New roles, especially those that are a promotion, require different behaviours and skills, and a shift in style from being task oriented to a more strategic and people focus. Leadership and strategic agility become more critical and the transition to the General Manager role is often the most challenging, where skills and behaviours used in the past may not be appropriate in the new role.

The person in a new leadership position must quickly establish the business strategy for the role or business unit, the team and people involved, new relationships with new peers, a new boss as well as new stakeholders and customers. Relationships with former peers change as does the scope of the work. This program provides the frameworks and the tools for leaders to ensure a successful start in their new role.



This program is designed for

New leaders taking on a leadership role for the first time

- Leaders promoted from within a group
- Leaders new to the organisation or from a different business unit or country
- Especially useful for expatriate assignments and expatriates returning to their home after an overseas assignment
- Leaders moving into the General Manager or Business Unit leader role.

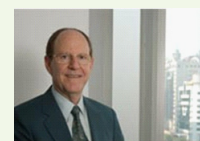
This program is best started before the participant begins the new role where possible to allow for preparation and integration with their new team. The program involves regular meetings with the coach for the first 90 days in the role. Many participants include an introduction and integration with their new team at the start of the program.

Transition coaching includes

- Two half day (4 hour) coaching sessions at the start of the role
- Meetings with sponsor
- Monthly meetings for 3 months

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Transition Success: Ensuring Success in a New Role