

Stratford Executive Onboarding Jumpstart™

Ensuring continued organization performance results from effective succession planning and leadership development. Acknowledging both short and long-term business requirements is paramount in an improved succession planning framework.

The Business Challenge: Accelerate Executive Performance

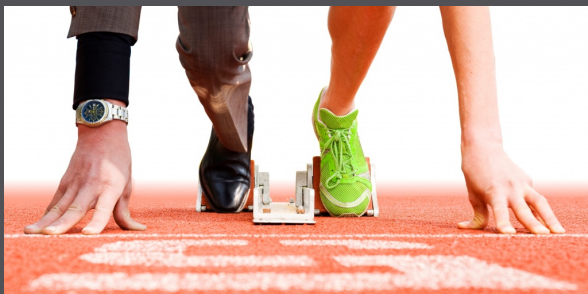
Studies on the success rates of newly hired or newly promoted executives don't paint a very attractive picture: up to 40% of new hires or promotions fail within 18 months of assuming the new job. This poor success rate has been shown to be a function of mainly interpersonal and leadership issues.

New employee orientation, one-on-one or group sessions or slick 3rd party managed solutions, can be an important part of "bringing on" a new hire. However, it is simply a one-way communication vehicle whereby company information is passed on to the new hire.

The Stratford Solution: Executive Onboarding Jumpstart™

Onboarding is a structured interactive program that helps new leaders determine priorities and action plans based on organizational needs. It establishes the basis for frank and open communication, a mandatory element in creating a high-performing organization. Involving key stakeholders such as managers, peers and direct reports is critical in getting the 90 day plan right and subsequently delivering upon the actions defined.

Jumpstart™ ensures the return on the time and dollars spent during the recruitment process, by accelerating new leader assimilation.



DEVELOP MORE THAN A 90 DAY PLAN

Effective onboarding of an executive includes acquiring, accommodating, assimilating, and accelerating a new leader into the organizational culture. Our belief is that executive onboarding should be mandatory, so that it not only prevents executive derailment potentially marginalizing or even destroying the investment made in securing a new senior resource, but also to expedite the executive's contribution to optimizing strategic and operational achievement.

A Unique Approach:

Elements of the Stratford program include:

- A facilitated meeting between the executive and their manager to outline expectations and create a forum for future discussion specifically related to onboarding, assimilation and the creation of a 90 day plan.
- Structured interviews with the executive's new peers to gather important information of what is expected of the new hire and what their success would look like to the peer group.
- A facilitated two-hour session with the executive's team (direct reports) where we ask a series of probing questions to gain insight and understanding about the executive, including a little about themselves, their management style, short and long term goals and obstacles for success.
- A detailed report back that highlights opportunities and possible obstacles to building and delivering an effective 90d plan.



Strengths



Threats



Weaknesses



Opportunities

How can we help?

Our Human Resources services bring your organization highly skilled and experienced consultants with a proven track record of success. We can help you ensure that your new executives engage and onboard quickly; contact our HR team today.

BUSINESS CHALLENGES ADDRESSED

- Ensuring successful assimilation of newly hired or promoted executives.
- Alignment of the executive's team with shared understanding of style, expectations and goals.
- Establishment of open and fact-based communication practice between executive and the team.

TYPICAL ACTIVITIES

- One-on-one peer interviews
- Direct report team facilitated information sharing
- Jumpstart™ report debrief

TYPICAL SPONSORS

- Board of Directors
- CEO / CAO
- VP HR
- CFO

TIMELINE

- Approximately 4 weeks

ACHIEVE YOUR POTENTIAL

CONTACT US



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Stratford Managers targets dynamic organizations seeking **growth, improvement and/or transformation** – especially innovative, driven organizations looking to improve operations or expand market offerings.

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