



a Landrum HR company



New Leader Assimilation

Have you ever spent money on a search fee, only to watch a new leader crash and burn because of organizational politics?

Have you touted your internal promotion process, only to have new leaders not be accepted by former peers?

hrQ's New Leader Assimilation program is a proactive approach for expediting successful integration of a new leader, enhancing team effectiveness, accelerating productivity, and boosting performance.

Benefits of an Assimilation Program

- The new leader understands each stakeholder's individual needs, which helps both relationship building and strategy alignment
- Expedites team development through targeted activities and dialogue
- Provides transparency regarding business and team needs and expectations, subsequently decreasing assumptions and closing the gap on the "unknowns"

You Have Options!



.... **1. Stakeholder Analysis:** hrQ interviews key stakeholders regarding multiple success facets for the role. Feedback is shared with the new leader, including guidance on key themes, approaches to working with stakeholders and areas of focus.



.... **2. Team Development 1 Day Workshop:** Post Stakeholder Analysis, hrQ works with the new leader and their direct reports taking them through 3 focus areas:

Input Discussion – a discovery of leadership style, guiding principles and related questions

Team Norms – the team's practices and working agreements

Communication & Team Profile – post assessment, hrQ will lead activities related to thinking and communication styles, as well as highlight strengths across the team



.... **3. Strategic Planning 1 Day Workshop:** Post Stakeholder Analysis and Team Development, hrQ works with the new leader and team on setting strategic goals with input from a variety of data sources, building an implementation and communication plan

Follow-Up Coaching: 3 sessions of follow-up coaching are recommended and can accompany any of the options above. Coaching is with the new leader and client post-workshop and at 90 and 180-days.



Search Bundle

hrQ has an integrated offering of search + new leader assimilation. Bundling of these two services ensures a successful onboarding and recognizes cost savings. To learn more let's chat: info@hrqinc.com