

40% of executives in new roles fail within the first 18 months,

Are you ready to jumpstart your leaders' success?

The workforce is changing.

Executives are assuming bigger roles earlier in their career, and the stakes have never been higher. By the time they reach the top, today's CEO has made seven major transitions—including moves between functions, levels, organizations and industries. Whether new to a role or the organization, the initial actions leaders take set a foundation for success—and the success of their teams. Not surprisingly, high-potential executives need targeted, comprehensive coaching and support.

**213%
OF SALARY**



Average cost of a failed executive hire,

New leaders with effective transition planning reach their potential 9 MONTHS FASTER.



*Executives with
focused onboarding*



**15% MORE
EFFECTIVE**
**21% LESS PRONE
TO ATTRITION**
than average ³

Exec Jumpstart, a holistic approach to developing high-impact leaders.

Exec Jumpstart is a customized program using an integrated combination of leadership assimilation, team development and executive coaching. This ensures successful transitions, and expedites the leader's bottom line contribution while supporting team performance and engagement.

The work environment is disrupted.

Today, leaders face a rapidly changing work environment: talent scarcity, technology reinvention and market disruption. We provide focus, expertise and insights **gleaned from hundreds of engagements** to prepare leaders for immediate success and help them adapt to future changes.



Hogan assessments

A proven process for success

Drill down into organization, leader and new team dynamics

Clarify process and roles

Agree on outcomes

Create insights about business challenges, team expectations and priorities

Review outcomes and pinpoint priority action items

Validate unique team member characteristics and perspectives

Accelerate team dynamics understanding, empowering both leader and team to speed up team performance

Provide targeted coaching to quickly shape successes

Optimize leadership coaching for effectiveness and goal attainment

DISCOVERY



MONTH 1

LEADERSHIP ASSIMILATION



MONTH 2

TEAM DEVELOPMENT



MONTH 3

EXECUTIVE COACHING



MONTHS 4-9

Deliverables that make a difference

Clear expectations for each phase of the program

Leadership Assimilation feedback report

12 month transition plan

MBTI Team Results

Team strengths, challenges and blind spots

Team Action Plan

Team Norms

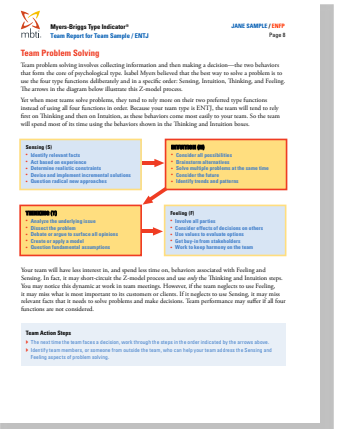
Assessment insights

Targeted Leadership Development Goals

Integrated Transition Plan

A year of development, designed specifically to fire up your new executive and team.

Today's leaders must manage more frequent and complex transitions; it's imperative that organizations provide resources to help leaders accelerate the process. A recent survey of 143 senior HR professionals found 87% believe transitions into significant new roles are the most challenging times in the professional lives of managers. More than half of executives surveyed don't believe their organizations are doing an adequate job of mentoring leaders during their transition. Maximize your leaders' potential and accelerate their success with a program that gives clarity and insights to the executive and team members alike.



MBTI assessment



Footnotes:

1. Heidrick & Struggles, 2009.
2. Center for American Progress, 2017.
3. Corporate Executive Board (CEB), 2012.

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