

Executive Onboarding Premium

leaderVerse

For a senior executive, the start of a new position presents complex challenges and opportunities that will define their early success. It benefits the executive – and their organization – to take a proactive, intentional approach to their early weeks and months on the job.

The Benefits of Onboarding

With our Executive Onboarding Premium offering, WittKieffer provides newly hired executives with truly expert support. In collaboration with market-leading executive assessment and development firm CMA and its licensed, Ph.D.-educated coaches, our approach is data-driven and tailored to the unique needs of the executive, the role and the organization's strategy, mission and values.

Executive onboarding has been shown to have a wide variety of benefits for the new leader, which in turn generate positive results for the organization. Onboarding's advantages include:

- Shortening the learning curve of a new role
- Accelerating the executive's time to productivity
- Clarifying and facilitating strategic imperatives
- Promoting communication and trust with leadership peers and stakeholders
- Improving job satisfaction and retention

Onboarding ensures that a new executive has what they need to excel initially and over time.

A Strategy for Early Success

The Executive Onboarding Premium approach has three distinct phases.

Phase 1: Assessment and Development Planning (Start of Job)

Leadership assessments greatly facilitate role orientation. The tools which CMA's expert coaches rely upon for a Comprehensive Development Assessment are selected from the very best that psychology has to offer. They dive deep into an executive's behavioral tendencies, cognitive/critical thinking skills and motivational tendencies.

- Watson Glaser Critical Thinking Questionnaire
- California Psychological Inventory
- Motivation Questionnaire
- Leadership Effectiveness Analysis

Results of the assessments are integrated into a cohesive and holistic recommendation for onboarding. The licensed psychologist partners with the executive to create a development plan using their goals, the business' goals and the assessment data – in consultation with the placement's manager and with input from key stakeholders.

Phase 2: Executive Onboarding Coaching (First 6 Months)

Progress on the development plan created during Phase 1 will be facilitated through monthly one-on-one coaching meetings (typically for 6 months). After each session, the executive is given action items to complete prior to the subsequent meeting. These items may include getting targeted feedback from colleagues, practicing suggested behaviors, reading assigned articles or books, or watching short videos. This period also includes two check-ins between the psychologist, executive and supervisor, and two check-ins with the WittKieffer consultant. A follow-up session will review progress, supported by CMA's Insight 360, a web-based 360-degree assessment.

Phase 3: Team Launch (Half-Day Onsite*; Month 7)

The CMA coach then orchestrates a team meeting with the onboarded executive and their team. The meeting helps team members learn more about their new leader and how to work more effectively together. To better understand the dynamics of the team, all team members will complete the Individual Directions Inventory (IDI). The team will then collectively review its aggregate profile, discuss challenges and concerns, and set short-term and long-term planning goals.

Starting Off on the Right Foot

Our Executive Onboarding Premium program establishes clear priorities and progress steps for the new executive to flourish in the first months of tenure. This investment will pay immediate dividends, setting to stage for the leader to thrive and foster organizational success.

This document presents one course of Executive Onboarding Premium. However, we strongly believe in working with our clients and their executives to customize a specific program to suit their needs.

	Timeline	Coaching Activities
PHASE 1	Month 1	Create development plan; meet with leader, manager and 5 key stakeholders (Onsite*)
PHASE 2	Months 2 – Months 6	5 coaching sessions (60 minutes monthly, via Skype) 2 check-ins with the leader and supervisor (months 3 and 5) 2 check-ins with WittKieffer consultant (months 3 and 6) Follow-up – Insight 360
PHASE 3	Month 7	Team Launch (includes up to 7 team members) Half-day onsite* How To Work Effectively Together

**Onsite and virtual work will be determined and discussed in light of COVID-19 to consider the health and safety of all involved.*

Learn More About LeaderVerse Services Today
Call us at 630-990-1370 or visit WittKieffer.com

WittKieffer