



# ASSIMILATION COACHING:

## ACCELERATE VISIBLE LEADERSHIP IN A NEW EXECUTIVE ROLE

### WHY ASSIMILATION COACHING?

**LeaderShift® Insights** coaches act as advisors, guides, thought partners and coaches to senior leaders transitioning into new roles. Our goal is to accelerate assimilation and equip you to demonstrate visible leadership fast. Engagements are tailored to your circumstances to deliver specific outcomes, direct actionable steps, and provide objective, encouraging support in a safe and thought-provoking environment.

Transitioning to a new leadership role can feel like drinking from a fire hose. You need to get to know the industry, the company, a new set of players, and figure out how to get things done in a complex environment fast... all while adding value... without becoming overwhelmed.

Data shows that rigorous new leader integration programs can shorten time to productivity by 40% and improve new hire retention by 50%. Yet most Fortune 500 companies, even with sophisticated strategic HR teams, fail to provide comprehensive on-boarding programs that do this well.

An external coach can be an objective, confidential trusted advisor and thought partner who can strategize with you to plan your first impressions. Transition coaching accelerates integration, equips new leaders to demonstrate visible leadership and builds credibility fast while enabling you to:

-  Demonstrate visible leadership before and during your transition
-  Understand and assimilate into a new corporate culture
-  Clarify expectations and priorities for your new role
-  Strategically set new relationships up for success
-  Identify early warnings and misalignment
-  Intentionally create and reinforce your personal brand
-  Advance specific business outcomes
-  Increase your value to the organization
-  Navigate and capitalize on complex corporate political systems
-  Improve early communication and influence
-  Effectively integrate work and life commitments



## WHAT ABOUT ASSESSMENTS?

Our coaches have access to a wide range of leadership assessments and will use them judiciously based on client needs. Our unique approach is focused on getting to know you and building a customized solution.

## RESULTS-DRIVEN PROCESS

We are passionate about accelerating leadership transitions. Our proven approach equips executives to transition faster so they can fully integrate and add value as fast as possible.

### HR ALIGNMENT

T-15

- Understand the role
- Selection criteria
- Interview stakeholders
- Business leadership assessment



### STAKEHOLDER ALIGNMENT

30  
DAYS

- Visible Leadership Plan
- Integration plan
- Key messaging
- Early wins



### EXECUTION

60  
DAYS

- First impressions
- Learning plan
- Resource planning
- New leader assimilation



### ACCELERATION

- Networking plan
- Course corrections
- Team assessment



### MEASURE SUSTAINABILITY

90  
DAYS

- Evaluate Results
- Selection criteria
- Capture Lessons Learned and Behavior Change
- Sustainability Plan

**LeaderShift® COACHES ARE FORMER HR, OPERATIONS, AND C-SUITE EXECUTIVES WITH PROVEN COACHING TRACK RECORDS.**

Their expertise establishes credibility quickly with executive stakeholders so they can clarify expectations and cultural nuances early to optimize the new leader's success.

New Leader Integration begins prior to start or soon thereafter in partnership with the HR team. The program identifies essential cultural and fit elements before they derail executives and are customized to the individual's needs. Coaches can also facilitate New Leader Assimilation sessions to speed integration with the team.

## YOUR COACH

**JENNIFER EGGERS** is the Founder & President of **LeaderShift® Insights Inc.**, a firm known for helping leaders dealing with disruptive change who want to increase their organization's capacity to adapt so they can emerge stronger and more effective faster. A consultant, coach, best-selling author and speaker, Jennifer has a passion for creating alignment and resilience so your team can do more with what you already have. She is a masterful facilitator known for creating shared agendas and unraveling tough issues that hinder results.

With a unique ability to align diverse stakeholders and global experience in consulting and corporate roles, Jennifer's integrated approach to creating alignment develops leaders at all levels while enabling learning and productive dialogue. She is the creator of RapidOD, a collaborative, fast approach to organization restructuring; and highly charged workshops on Influence, Resilience and Driving Sustainable Change.

With over 20 years of Coaching Experience, Jennifer has coached entire leadership teams as well as officers and directors of many Fortune 500 companies. She is known for repositioning personal brands, driving behavior change, and increasing senior leaders' ability to drive performance through others. Her book, *Resilience: It's Not About Bouncing Back* is a #1 international best seller.

Jennifer is a former Partner with Cambridge Leadership Group; Vice-President, Leadership Development & Learning for Bank of America; and has held several other senior roles in Learning, Organization & Leadership Development at AutoZone and Coca-Cola Enterprises. She has designed and executed large-scale initiatives including mergers, enterprise restructuring, talent management, performance-management and team development. Her kitchen English approach and proprietary research-backed solutions resonate equally well from the shop floor to facilitating complex strategy and issues resolution sessions with C-Level Executives. She is a Strategic Partner with University of Georgia Executive Education, an Advanced Practitioner in Adaptive Leadership, and a member of the Adaptive Leadership Network at Harvard's Kennedy School of Government.



"We help you clarify the real issues and get them out on the table where they can be solved. Because you can't solve what you're not talking about."

**-Jennifer Eggers**

**CERTIFICATIONS:** Certified Speaking Professional (CSP), Twice certified Executive Coach, Culture Types, Meyers Briggs Type Indicator, Hogan, Hogan for Selection, Mediation, Design for Six Sigma, Six Sigma Green Belt

**AREAS OF EXPERTISE:** Adaptive Leadership, Organization Design/ Restructuring, Strategic Conversations, Global Leadership, Strategy Execution, Talent & Performance Management, Change Management, Leadership & Executive Development, Action Learning, Creating Alignment, High Performing Team Development

- State Bank & Trust
- AutoZone Parts Inc.
- BIC
- Honeywell
- The Home Depot
- Marsh Berry
- AvMed HealthCare
- Bank of America
- Call2Recycle
- Coca-Cola
- Drexel University
- Coca-Cola Enterprises
- Johnson & Johnson
- Mayo Medical Labs
- Biosense Webster
- University of GA
- Vanco
- Tencate
- SantaFe HealthCare
- Ingredient
- Delta Airlines
- UPS
- Multiple Myeloma Research Foundation