



First 90 Days' Coaching

**ACCELERATING THE JOURNEY OF LEADERS TAKING A NEW ROLE
FOR GREATER INTEGRATION SUCCESS**

Coaching accelerates the path to optimum performance when starting a new role

It takes 28 weeks on average for new leaders to reach their optimum productivity level. It costs on average £30K to replace an unsuccessful leader. New hires failing in their new roles also damages your recruiting and selection reputation as an organisation, both internally and externally.

As organisations continue to undergo transformation, it is crucial to support individuals taking new positions, in order for them to hit the ground running. This is particularly important in their First 90 Days, when they build the foundations for their immediate and future success and have many challenges to address:



Understand the vision, the business strategy and the business model in place, and be able to articulate them.



Understand the new system in which they operate, who the external and internal key stakeholders are, plus their role and accountabilities.



Quickly create the conditions of trust with their manager, peers, direct reports and teams.

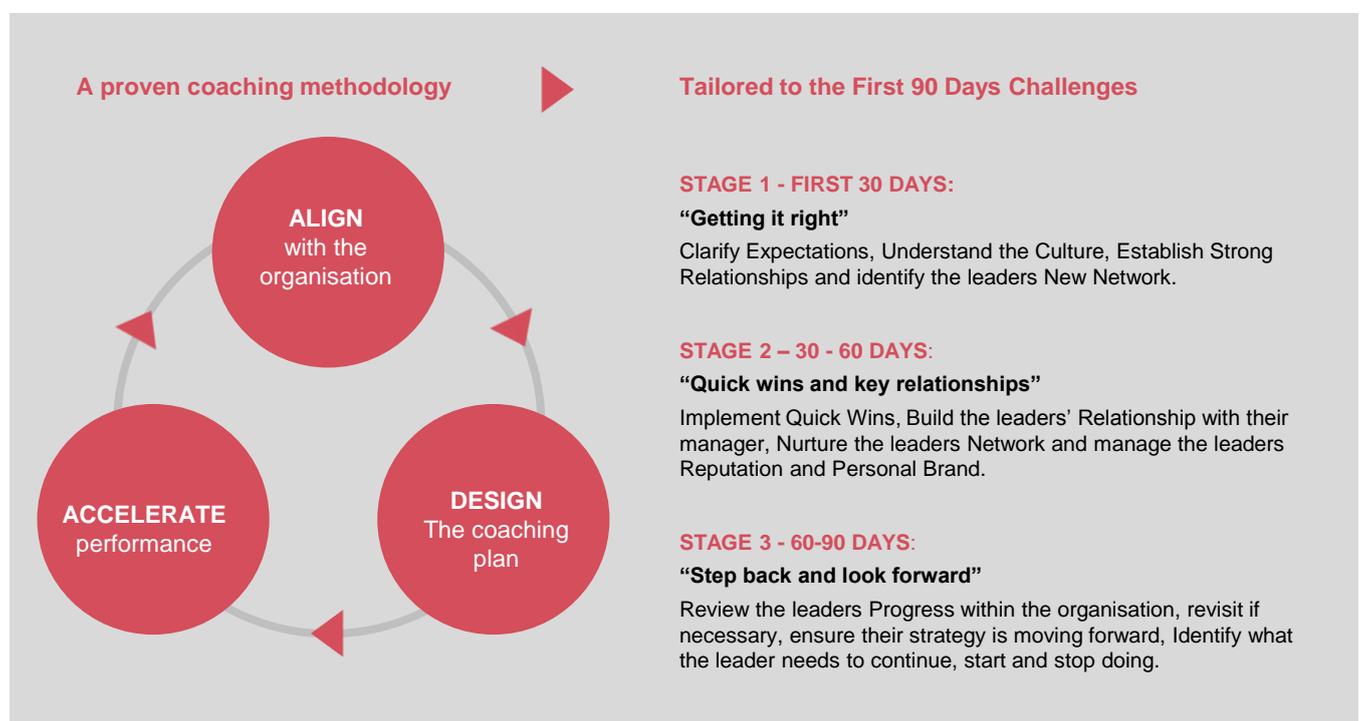


Show the value they bring; make an impact through their first decisions, their first actions and their first meetings.

How is your organisation supporting your people to achieve these objectives?

Our First 90 Days Coaching Solution

Capitalising on more than 35 years of coaching experience, we have tailored our proven and structured coaching methodology to the First 90 Days Challenges, focusing the programme on monthly objectives.



Our First 90 Days Coaching Solution Components

Our First 90 Days Coaching Solution is structured around bi-weekly sessions involving the coachee and coach. This offers free access to leadership development resources which are available to the coachee at any time, plus optional additional services where and when relevant.

Choosing my coach
Chemistry meeting

Setting objectives
Initial 3 way session

Coaching to plan
6 coaching sessions, face to face or virtual

Closing programme
Final 3 way session

Ongoing free access to coaching resources

Other coach – Project coordinator – Our career and leadership resource centre – Our Digital Process Enabler

Optional and additional services to reinforce coaching impact

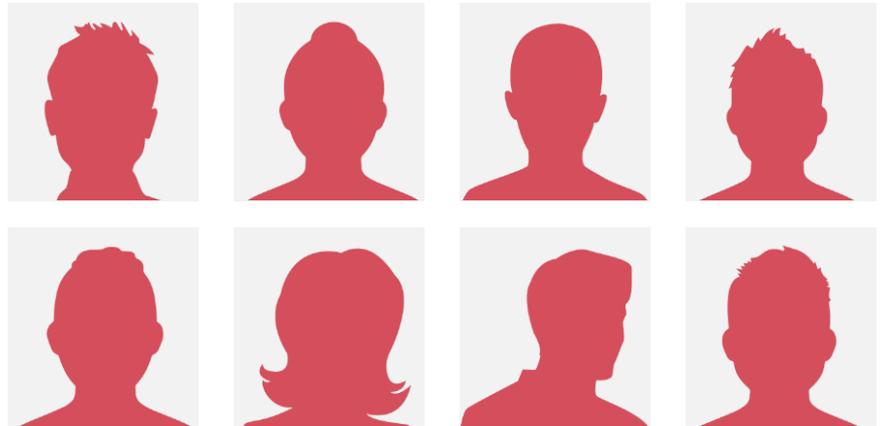
Stakeholder interviews – Personality or behavioural psychometric – Shadow coaching – 3 additional sessions

Duration: 3 months

Our coaches

We have **650 coaches worldwide** who deliver this solution in their local language for leaders at Executive and Senior Leader level, or Middle Managers who are taking a strategic role in the organisation.

Our coaches are accredited, trained and qualified (initial training and certification, continuous development), receive external supervision on all coaching projects and have had significant business and management experience prior to joining Right Management.



Outcomes we drive - Impact we create

Lessons learnt about hiring and promoting corporate leaders!

- 40% of new leaders fail to meet expectations in their new role
- Cost of turnover when a leader does not succeed in a new position is substantial
- Not to mention the soft costs of unsuccessful transitions, such as lack of credibility of decision makers and disruption to productivity
- Even exceptional new hires struggle with lack of clarity of expectations, uncertainty in new environment and feeling of isolation

Your Return On Investment

- The cost of First 90 Days coaching is covered within 2 to 3 months in the new job (taking a 20% ramp-up assumption thanks to the coaching programme on the leaders effectiveness and on the effectiveness of the team)
- Over a six months period, the return on investment is 400%
- Qualitative outcomes in addition, such as:
 - Productivity levels reached faster
 - Prevention of leader derailment
 - Higher employee retention
 - Demonstrated investment in talent

Right Management® is the global career and talent development expert within ManpowerGroup®.

We help organisations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals success in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries.



3 MILLION PEOPLE
developed



250 OFFICES
around the world



2100 CONSULTANTS



serve
60% OF
FORTUNE 1000

HEAD OFFICE

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