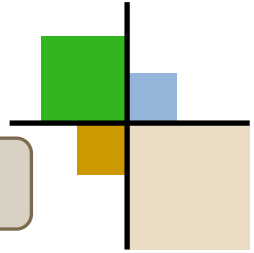




# SMOOTH ■ EFFICIENT ■ EFFECTIVE

## Onboarding In-house Workshop and Coaching Programme



A new leader's **SUCCESS OR FAILURE** is determined within **THE TRANSITION PERIOD** on their job.

**W**hether you are hiring a seasoned CEO or promoting a newly appointed leader, our SEE Onboarding and Coaching Programme will ensure your **LEADERS-IN-TRANSITION** will be able to **lead confidently, efficiently & effectively** in three months in order to **SUCCEED** based on the organisation's expectations or beyond!

### Research has shown:

- On average, people change jobs/roles once every four years and careers four times in a lifetime.
- About 25% of managers are given a new role each year.
- On average transitions take 3 months. This varies from one to six months.
- As the incumbent is transitioning, so are his/her boss, peers and direct reports.
- Derailment typically happens within the 1st year especially when transitioning from individual contributor to managerial role, from manager to senior management role, from line to staff role switch, from specialist to generalist role.



### S.E.E ONBOARDING AND COACHING WORKSHOP APPROACH

- **SEE Leadership-In-Transition Basic Tenet**  
Address leaders' requirements during the critical months
- **SEE Roadmap**  
Examine leaders' influence from the **6P FRAMEWORK- PURPOSE, PEOPLE, PRACTICES, POLICY, PROCEDURES & PLANNING** – that make up the organisation and culture. Illustrates the behavioural elements and implementation plan at each stage.
- **SEE Tools**  
Equipped with a suite of **research-based & experience-tested methodologies & assessments**, supported with custom-developed tools to meet specific needs.
- **SEE Workshop Methodology**  
Practice-based and experiential with participants walking away with a **draft plan & strategies** to **Journey Smoothly, Efficiently & Effectively** through the transition.

### TRANSITIONS

- > Review with your manager on expectations
- > Assess personal and team strengths and weaknesses
- > Navigate with your team
- > Strategise, Synchronise & Synergise
- > Inspire & influence
- > Tactfully build a strong network
- > Instill composure within
- > Objectively review plans with others
- > Nimbly move towards goals

### PROPOSED TOOLS

- Hogan Assessments (Leadership Forecast Series Reports)
- 40-minute One-on-one Feedback
- FYI Teams Book
- Programme Materials
- FYI For Your Improvement 4<sup>th</sup> Edition Book,
- 4 coaching sessions across the year

### For more information contact:

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