

Purpose...

Newly appointed business leaders are under ever-increasing pressure to produce rapid results. Despite investment in hiring and promoting talent, many organisations fail to capitalize fully on their investment by providing targeted development to leaders and other senior managers during their key first 90 days.

Kiddy International's **Leader Launch®** program provides effective structured support to these individuals before and during this critical first 90 days.

During both internal reorganisations and external integrations leaders have to assimilate substantial amounts of information, establish new networks and set their strategic direction before they are able to drive an organisation forward. The **Leader Launch®** programme helps leaders achieve this significantly earlier.

Who Is It For?...

Leader Launch® is particularly suitable for:

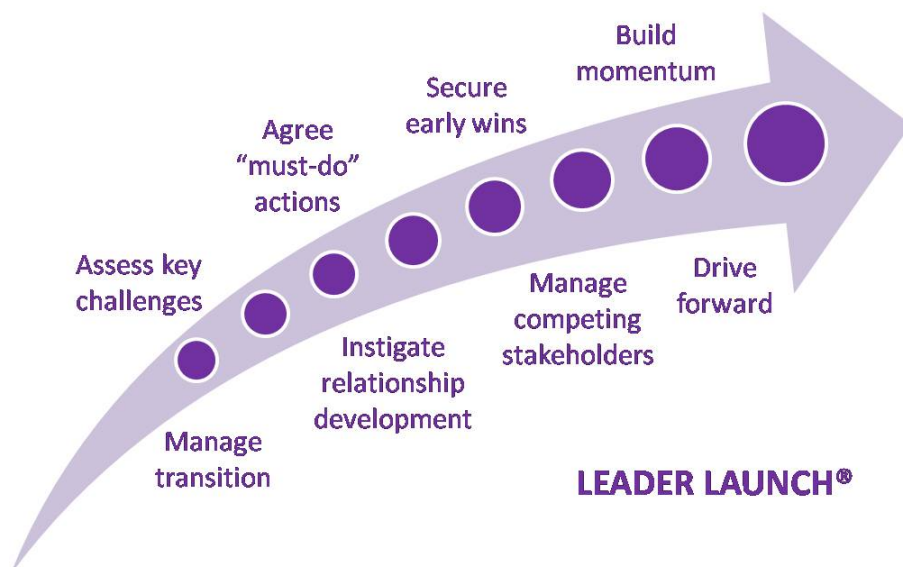
- ◆ Leaders moving into senior roles in new organisations
- ◆ Leaders involved in business re-organisations or a new matrix
- ◆ Leaders changing roles within the same organisation acquiring a different span of control
- ◆ Leaders taking on key global projects
- ◆ Leaders changing between "line and "function"

....A comprehensive 1:1 package to ensure that organisations get the maximum value from their investment in new leaders whether hired externally or promoted internally...

How It Works...

Over a series of six meetings with the new leader we work through the key integration stages covering the topics listed below. Between meetings we maintain regular telephone and e-mail contact to ensure that progress is being maintained and make ourselves available to the new leader so that we can answer their questions and provide up-to-date responses to the real issues that they face on the ground.

- ◆ Define "A-List" priorities, targeting behavioural changes that build credibility
- ◆ Plan for and manage key conversations with their new stakeholders
- ◆ Map the influence landscape and use the tools of persuasion
- ◆ Set up "action forcing" events
- ◆ Manage personal disciplines and support systems.



Key Features...

The key features of the **Leader Launch®** programme are that we help leaders to:

- ◆ Establish a clear break-point with their previous responsibilities and "hit the ground running"
- ◆ Re-work their network and deal with those who might want to hold them back
- ◆ Identify sources of insight to learn about the new culture
- ◆ Secure early wins and make appropriate waves of change

Summary

The **Leader Launch®** programme provides all the structured and *ad-hoc* support required to ensure the success of leaders taking on new responsibilities at times of critical importance to themselves and their organisations. It can also be flexed into an Executive Coaching wrapper.

Call us to discuss how **Leader Launch®** could help your organisation at times of challenge and integration.