

Just Appointed Coaching

The first 100 days

Getting the job, promotion or moving into a new role is the first part of a two phase process; the second part is to enable individuals to effectively integrate into the new organisation, function or level of role. Unfortunately this second part is often totally neglected and typically a general awareness induction programme is seen as the full extent of support an individual receives to support success in their new role.

Whether it is a move within the organisation or outside, the first three months in a new role are crucial. Even at a senior level, few people find it easy to walk straight in to a new job and make a positive impact from day one. However, the pressure to make a difference and to 'hit the ground running' has never been greater.

blackswan newly appointed coaching makes all the difference to people's initial success and their longer-term effectiveness.

This flexible programme helps senior staff plan their move and adjust quickly to their new role in order to achieve a strong performance in those critical early days. The investment in the programme provides a measurable return on investment via impact, quick wins and results. It also means the new recruit is best placed to maximise their contribution and to ensure the cost of recruitment and on-boarding is retrieved through retention and deliverables.

The coaching time allows people to look in the mirror and see how effectively they are using their time and energy; they can reflect on what's working and what's not and revise their action plans accordingly.

Whilst the support required will vary from person to person, we believe the most important areas of focus for the new executive include:

- Understanding the new environment
- Preparing for reactions and feelings
- Getting to grips with the role, organisation and working relationships
- Defining and achieving personal goals
- Personal development and longer term goals
- Developing personal profile and marketing yourself
- Execution of the First 100 day action plan

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