

Onboarding a New Executive

Written by Gregg Patberg
Tuesday, February 23, 2010

For new leaders the stakes are high. A recent study by The Centre for Creative Leadership showed that roughly 40% of new management hires fail within the first 18 months on the job. Corporate expectations are high as well, and are often unclear at best ... or conflicting ... or possibly hidden.

What can be done to set up a new executive for success? Build and adapt a strategy for a success-driven assimilation as soon as the new leader becomes interested in the organization. This is called onboarding or new hire assimilation.

Whether or not the new leader has a professional assimilation, the fate of a new executive is often sealed within the first three months. The new leader is being assessed, or judged, from the very first interview as to whether or not they 'get it'. Without objective third party help, it will usually take a new executive 12-18 months to realize their success. failure or shortcomings in their new role.

There are significant benefits when supporting a leader in their onboarding as listed below:

1) Thorough understanding of business culture and objectives

2) Increased collaboration among senior leadership

3) Increased job satisfaction

4) Decreased likelihood of job turnover

New leadership assimilation is 'not' the same as employee orientation. Usually an orientation is a program consisting of a few hours of training and even then, the content is usually high level. An executive assimilation is a customized approach which is broader in scope, more interactive,

Onboarding a New Executive

Written by Gregg Patberg
Tuesday, February 23, 2010

over a longer time frame, and is framed to the specific role of the leader.

The alternative to an assimilation is public trial and error. Think about it ... would a new executive go to their new boss, or peers, and ask ... “What do you think I should do? ” or “How do you think I should proceed? ” In a word ‘NO’, even if they have the best of intentions.

A successful new hire assimilation includes detailed investigation, understanding and development around four specific areas:

1) Corporate understanding

2) Business unit details

3) Functional skills, knowledge, ‘inates’

4) Personal development

Importantly, in addition to the other clear benefits of new hire assimilation, it can also become a valuable recruiting tool for your organization. Offering this benefit, lets key candidates know how important they are to you. It can be your organization’s secret weapon in the war for talent.

For more information about the services provided by HiringForFit.com, please give us a call at 1-888-462-8222 or [CLICK HERE](#) to send an email and we will call you.