

Leaders Transitioning into New Roles

Leaders and organisations face many challenges and risks when leaders move into new roles. Managing the transition can reduce risk and maximise gain.

The Transition Trap

Leaders are typically talented people yet, on average, 40% have unsuccessful transitions. The transition period is a high risk to both the organisation's performance and the individual's career.

Fortunately research and practitioner experience have identified the traps that bring leaders down during transition. It is possible to plan and navigate them.



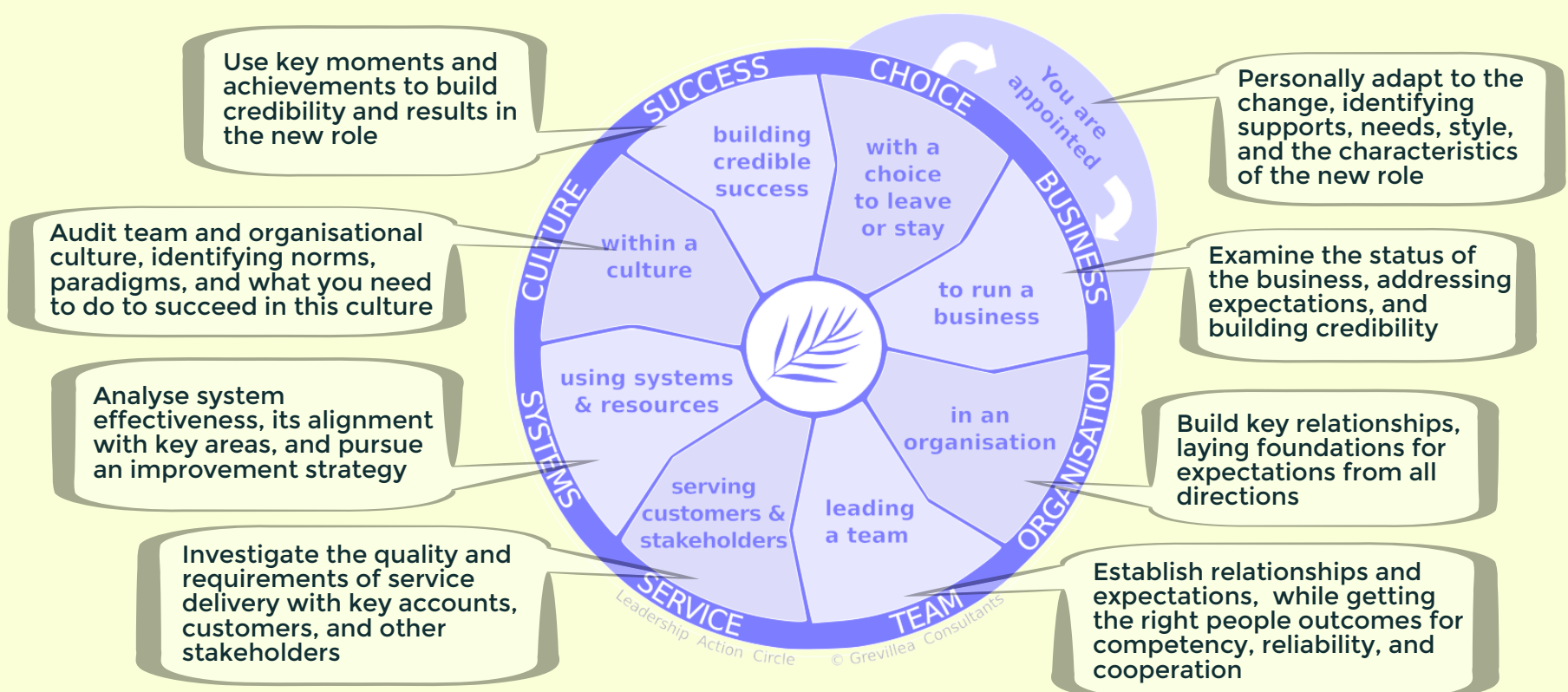
The Acceleration Benefit

One benefit of managing the transition is to accelerate reaching the 'break even' point. This is the point when the newly appointed leader is adding value that exceeds the costs that came with the need to make a new appointment.

The accelerating benefit is even more important when a cohort of new leaders is being appointed, such as for a new venture or a corporate restructure. In these situations both the risks and the potential gains are magnified.

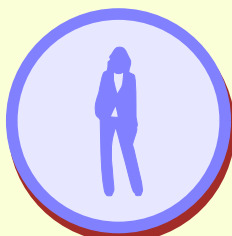
Transition with the Leadership Action Circle

There are predictable phases during role transition that affect a leader's actions and emotions. Approaching these phases with a plan can be done using the Leadership Action Circle. This circle collates a wide range of evidence based research and practitioner experience into an easy to use framework for managing the transition.



Individual Coaching

Individual coaching using the Leadership Transition Inventory has helped leaders improve their transition for over a decade. It systematically maps out the evidence based issues that can undermine or accelerate the transition. With these insights, the leader can address priorities and consolidate themselves in their role.



Cohort Programs

Cohort programs for groups of newly appointed leaders have multiple benefits. People's individual transitions are secured but the program also helps them establish themselves as a team. Working together to secure their transition they also collaborate to learn and improve culture, organisational cooperation, and prevent silos.

