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.







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 are wide range of evidence based research and practitioner experience into an easy to use framework for managing the transition.

Use key moments and achievements to build credibility and results in the new role

Audit team and organisational culture, identifying norms, paradigms, and what you need to do to succeed in this culture

Analyse system effectiveness, its alignment with key areas, and pursue an improvement strategy

Investigate the quality and requirements of service delivery with key accounts, customers, and other stakeholders

building credible success within a culture to run a business

using systems & resources in an organisation

customers & leading a team

Personally adapt to the change, identifying supports, needs, style, and the characteristics of the new role

Examine the status of the business, addressing expectations, and building credibility

Build key relationships, laying foundations for expectations from all directions

Establish relationships and expectations, while getting the right people outcomes for competency, reliability, and cooperation

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.

