



# 7 Keys for Accelerating Leadership Performance and Onboarding Success

Even the thought of losing a key player on the leadership team can cause stress.

The reality of losing a key player creates an important + urgent need to find a replacement, and the potential material loss of productivity and cultural instability can last up to a year.

40% of newly hired, acquired, or promoted leaders leave within 18 months of starting their new role. The top three reasons leaders leave early are: (Source-HBR)

1. 69% report a poor grasp of how the organization works.
2. 65% misfit with organization culture.
3. 57% have difficulty forging peer alliances.

What **most companies consider to be an Onboarding program is better described as a 'basic orientation program'**. 35% of companies spend \$0 on Onboarding. (Source-UrbanBound Resources)

This leads to what we call,  
**'The Random, Reactive, Resistant Trap'**

Great onboarding can improve retention by up to 80% (Source-Glassdoor) and reduce the ramp-up time to productivity by up to 34%. (Source-HBR)

**How can you protect the investment in your new leaders, increase the speed of ramp up, and increase the impact of their productivity?**

1. **Ensure you have a pre-planned, progressive, objective onboarding program.**
  - a. understand the value of planning and being deliberate with the early actions and interactions.
2. **Collaborate on the onboarding plan with the new leader before the start date.**
  - a. Have a qualified facilitator to guide the new leader through the process.
    - > Leaders and their stakeholders both think they should know how to onboard; this leaves the new leader on their own with no-one tasked for support.
3. **Define the leadership style appropriate for the business maturity level.**
  - a. understand the impact of maturity level of the business.
  - b. what style is required for a start-up versus a mature, steadily growing organization.
4. **Be clear and aligned on objectives, strategy, and cultural expectations.**
  - a. is the mission and go-to-market strategy clear and in sync.
  - b. is the company focused on the key objectives that matter.



- c. what is the cultural archetype.
5. **Be aware of the dominant business values and the influence on culture.**
    - a. internal focus and integration vs. external focus and differentiation
    - b. stability and control vs. Flexibility and discretion
  6. **Identify early wins that generates confidence for the new hire and company-wide confidence in the new hire.**
    - a. what projects should stop, start, or continue.
    - b. what initiatives would have an early impact with a likely high degree of success.
  7. **Clarify the key influencers and be strategic when meeting them.**
    - a. know the difference between meeting, knowing, and understanding key influencers.
    - b. plan and be deliberate in your interactions.
    - c. is the team well aligned and performing.

Don't lose your new leaders through aimless confusion, the #1 reason for leaders leaving early as reported by the HBR is a poor grasp of how the organization works.

**Avoid 'The Random, Reactive, Resistant Trap'**. Engage with your new leaders early, align them to success, and allow them to execute on their talent potential.

Consider Kingscroft's **Advanced Leadership Onboarding Facilitation Program**. You can license the turn-key services and run the program at anytime, anywhere. We train, mentor, and certify your own inhouse facilitators; provide you with the online program, tools, and facilitators playbook.

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“David’s mentoring style is very positive and enables a thought process that reinforces communication, relationship building, and team development.” CEO

**Contact us at [www.kingscroftconsulting.com](http://www.kingscroftconsulting.com) to find out more, or email the author of the program directly [david@kingscroftconsulting.com](mailto:david@kingscroftconsulting.com)**

**Ask to chat with us and hear how numerous organizations accelerate the performance of their leaders.**