

Executive Transition & Integration Coaching

*LAK Group defines coaching as: Partnering in a thought-provoking creative **and adaptive process** that inspires individuals to maximize their personal and professional potential, **apply behavior changes, and make direct connections to business impact.***

An executive's transition period can offer unparalleled opportunity to lay the foundation for success. When it's navigated correctly, it's a time for the leader to build momentum, develop credibility, win trust, and engage key stakeholders. When they come out of the gates with early wins, the leader sets the course for their ability to drive the business strategy in the long-term.

Executive Transition and Integration Coaching is essential for helping leaders successfully make the shift and accelerate the value they bring to a new role. A trusted coach and advisor in the critical early days can help the leader get off to a faster start and guide them to stay focused on priorities crucial for both short-term and long-term success.

Our approach to transition and integration coaching includes:



A **holistic approach to evaluating** the leader's readiness and identifying strengths and potential barriers to success.



Assessment of behaviors and actions that will enable the leader to engage, inspire, align, and create followership.



A partnership with the executive to quickly act in addressing development areas and **deploying strategies** for winning trust and building strong followership.



Alignment with the leader and key stakeholders on their role and the overall organizational strategy and goals.



Some typical Transition and Integration Coaching outcomes include:

- The leader being empowered to immediately create positive momentum and see early wins.
- The avoidance of early mistakes that may be hard to recover from.
- The development of a communication strategy to build key relationships and set expectations.
- A greater comfort with key competencies for making a bigger impact.
- More confidence in the leader's ability to succeed and drive results from key stakeholders throughout the organization.