

You Have Invested a Great Deal in Your New Leader

Help Support Their Transition and Share in Their Success



Transitions Accelerator

Up to 50%* of leaders fail within the first year of transitioning to a new organization. These trends are common, but avoidable. Transitions Accelerator is about building positive habits that last. Invest in your leaders so they can continue to be a good investment for your organization.

Transitions Accelerator provides support for effective integration during the first nine months in a new role. Each three-month phase focuses on the critical integration behaviors most that are most relevant. Pulse-check surveys following each phase provide feedback on the relevant integration behaviors and enable leaders to make quick course corrections.





Making a good transition is critical to sustainable success. The habits and patterns that are established in the first 6 to 9 months will set the tone for years to come. Therefore, leaders need feedback early and often in order to make small corrections while perceptions are still forming.

The Transitions Accelerator process includes a series of three pulse-check surveys that offer feedback about critical integration behaviors for effective transitions at the key milestones of three, six and nine months.

Phase 1 Assessment at Three Months

The Focus: Builds Relationships, Seeks Understanding, Adjusts & Adapts, and Builds Trust

There is truth in the familiar adage “You never get a second chance to make a first impression.” Leaders in new roles need to establish themselves first by building relationships and understanding the systems in which they are operating. In addition, they must adjust and adapt to the new responsibilities and expectations inherent in their role and work to establish trust in their relationships. Failure to establish these competencies early on makes it very difficult to transition successfully.

Phase 2 Assessment at Six Months

The Focus: Strategy & Direction, Develops Talent, Drives Performance, and Cultivates Collaboration

By the sixth month mark, new leaders should be driving performance within their function. They should be able to describe what’s working well and what’s not in their areas of influence and articulate a compelling vision and direction for their areas of responsibility. They should have a clear sense of the systems that they lead and understand the development needs of those that report to them. They should demonstrate success in executing on performance and have established confidence in their leadership.

Phase 3 Assessment at Nine Months

The Focus: Influences Others, Drives Results, Establishes Accountability, and Builds Sustainability

As leaders look to finish their first year, they should be able to document the impact of their leadership. Others should describe them as influential, having aligned people and established results. They should have clearly documented metrics and standards of accountability for those they lead and feel confident in the abilities of those around them. In addition, leaders that have transitioned well have established systems and processes that can be replicated and sustained over time.

How it works:

1. The new leader identifies co-workers (usually Peers, Direct Reports, and Supervisors) who agree to provide pulse feedback throughout the first year of the new role.
2. Those co-workers then anonymously provide feedback when prompted by the online system through their computer or handheld device. The survey is quick and easy to use and takes less than 10-minutes to complete.
3. Feedback results are then compiled and presented to the new leader by a professional who is qualified to assist in the understanding and debriefing of the feedback.
4. The new leader then uses the feedback to adjust and guide his or her behaviors to maximize their effectiveness and to develop as a leader.