



Onboarding Programme

Business Driver

According to Fortune magazine, it takes an average of 6.2 months for newly appointed senior executives to 'break even' on the costs of their selection and induction. Of more concern, according to Harvard Business School, 40% of these appointments fail within the first 18 months, with the cost of this failure estimated at 1-2 times their annual salary.

In a Nutshell

121partners' Onboarding Programme is designed to attract the top talent to an organisation and ensure this talent reaches peak performance in the shortest possible timescale.

Over a six month period, participants on this programme work with an external coach and an internal mentor through a cycle of structured meetings that focus upon the following goals :-

- Defining and achieving '**critical objectives**'
- Establishing and maintaining a '**stakeholder network**' that provides knowledge and influence
- Raising awareness of the company's '**cultural jungle**' and navigating this successfully
- Completing a '**self awareness MOT**' through use of psychometric profiling tools and line manager / mentor feedback

Advantages & Benefits

121partners' Onboarding Programme is unique in its involvement of an external coach, an internal mentor and the line manager throughout the cycle of meetings. This integrated approach delivers the following benefits :-

- Attraction of top talent through offering the programme as part of the recruitment process
- Reduced attrition amongst newly appointed executives
- Rapid delivery of measurable results in the new role

Case Studies

121partners has been delivering Onboarding Programmes for major international organisations such as LogicaCMG, Jones Lang LaSalle and Telenor since 2004.

We are able to use our international network of ICF accredited coaches to manage these programmes across Europe, Asia and the US thus ensuring a consistent, repeatable solution.

In 'People Management' magazine, Nigel Perks, Group HR Director at LogicaCMG, credited our Onboarding Programme with reducing senior management attrition by two thirds over a two year period.

Testimonials

"I feel more motivated and committed in my new role"
CEO, Australia

"As a result of this programme, I have become a 'General Manager' rather than a 'Sales Manager'"
Sales Director, India

"I have been able to deliver results quicker in my new role"
Managing Director, UK

"The mentoring sessions helped me to develop a proper understanding of the company culture"
Managing Director, Holland

"This programme gave me more confidence in this new role"
Managing Director, Belgium