

Executive Onboarding

After investing heavily in recruiting and hiring a new member of an executive team, many organizations fail to maximize that investment by providing ineffective onboarding which can lead to new hire dissatisfaction, poor performance or turnover. While you can't control every aspect that factors into an executive's performance and longevity in a role, implementing a robust, data-driven onboarding program can greatly improve your odds.

Building a Better, Data-Driven Executive Onboarding Program

Most organizations fall short in onboarding executives because their process is a loosely managed, one-size-fits-all approach that focuses on the short-term with very little follow-up. To truly position new executives to thrive and perform from the outset and ensure a long-term cultural and strategic alignment with their leadership team, companies must apply a data-driven, customized approach to onboarding.

Considering that executive failures can cost up to 40 times the base salary of leaders, which can translate to a multi-million-dollar mistake, companies should be asking themselves:

- Does our onboarding process begin identifying a new executive's strengths, development areas and potential challenges?
- How much clarity do we have into the alignment or misalignment of communication styles between the new executive and his/her team members?
- Have we defined what success looks like in the new role and clearly outlined the new executive's expectations for performance?
- How well do we integrate the new executive into the organization, helping them establish the key relationships they need across the organization?
- Do we include executive coaching throughout the first vital six months of employment in order to maximize performance and tailor leadership development?

PRE-HIRE



Assess new prospective executives to identify key competencies, work environment factors, values and motivation.

Use this data and insight to create a tailored, year-long onboarding process.

MONTHS 1-6



Align expectations about role, definition of success among all stakeholders through executive coaching and an assigned mentor.

Accelerate the new executives' progress through adjusting their work and leadership style as needed, and individual development strategies.

MONTH 6



Reassess new executive to include a holistic view of performance from peers and management.

Give the executive data-driven, tangible strategies to continue development and adapt to the environment.

MONTHS 6-12



Develop long-term roadmap by utilizing data, insight and feedback from ongoing assessments and formal follow-up meetings.

Provide executives the roadmap to ensure long-term success beyond their first year.

Benefits achieved after working with XBI Insight.

Accelerate assimilation and productivity in the first weeks and months on the job.

Clarify and align performance goals and departmental objectives.

Build capabilities and achieve results through relationships (i.e. use of mentors, coaches & strategic networks)

Increase levels of retention among newly-hired and newly-promoted executives.

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