

EXECUTIVE ONBOARD COACHING PROGRAM™

New Executive. Perpetual Challenge.

How can we ensure this move is a success?

The Flourishing Company's Executive Onboard Coaching Program helps new executives and their teams quickly lay the ground work for operating with high levels of productivity and positivity. Bringing the team and the new executive together early provides the opportunity to swiftly build the "golden triangle" of trust, respect and optimism, leading to better performance and averting problems down the road.

This is new for us. What will be different?

The Executive Onboard Program provides a safe, facilitated opportunity for both new executives and veteran team members to educate one another, ask difficult questions and explode assumptions. The unique blend of coaching and facilitation reduces apprehension, miscommunication and confusion. While companies do enjoy successful onboarding organically, the Executive Onboard Coaching Program allows both parties to learn about each other more candidly and more quickly.

How does the 4-Step Program work?

Before Coming Onboard

1. Once the announcement has been made but before the new executive starts, an Executive Onboard coach meets with the new executive to set expectations and discuss how to prepare for meeting the team. Separately, the coach contacts each team member for a similar discussion.

Two-Three Weeks After Coming Onboard

2. Day 1 Afternoon – Team Meeting: The team members meet with the Executive Onboard coach to generate questions they would like the executive to address. Working together to create this list allows the team to align around shared questions and concerns. The coach prepares a summary of the discussion.
3. Day 1 Evening – Executive Review: The executive and coach review the summary in an informal setting. The coach helps to clarify the input from the team and coaches to the leader to digest the information and prepare for the upcoming meeting the next day. The executive then independently crafts responses for each question.
4. Day 2 Morning – Joint Meeting: The coach facilitates a meeting between the executive and the team. The coach kicks off the meeting by reviewing the purpose of the program and setting the stage for candid conversation. The executive addresses the team's questions and poses his/her own questions to the group. The coach helps facilitate as necessary and, in closing, reminds the team of action items, accountability and next steps identified during the session.

