



# **Executive Onboarding Solution**

**The Flourishing Company**

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# Executive Onboarding



TFC helps new executives and their teams quickly lay the ground work for operating with high levels of productivity and positivity at an accelerated pace. Bringing the team and the new executive together early in the assignment provides the opportunity to swiftly build the “golden triangle” of trust, respect and optimism, leading to better performance and averting problems down the road.



TFC’s Executive Onboarding Solution 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 Onboarding Solution allows both parties to learn about each other more candidly and more quickly, accelerating results.

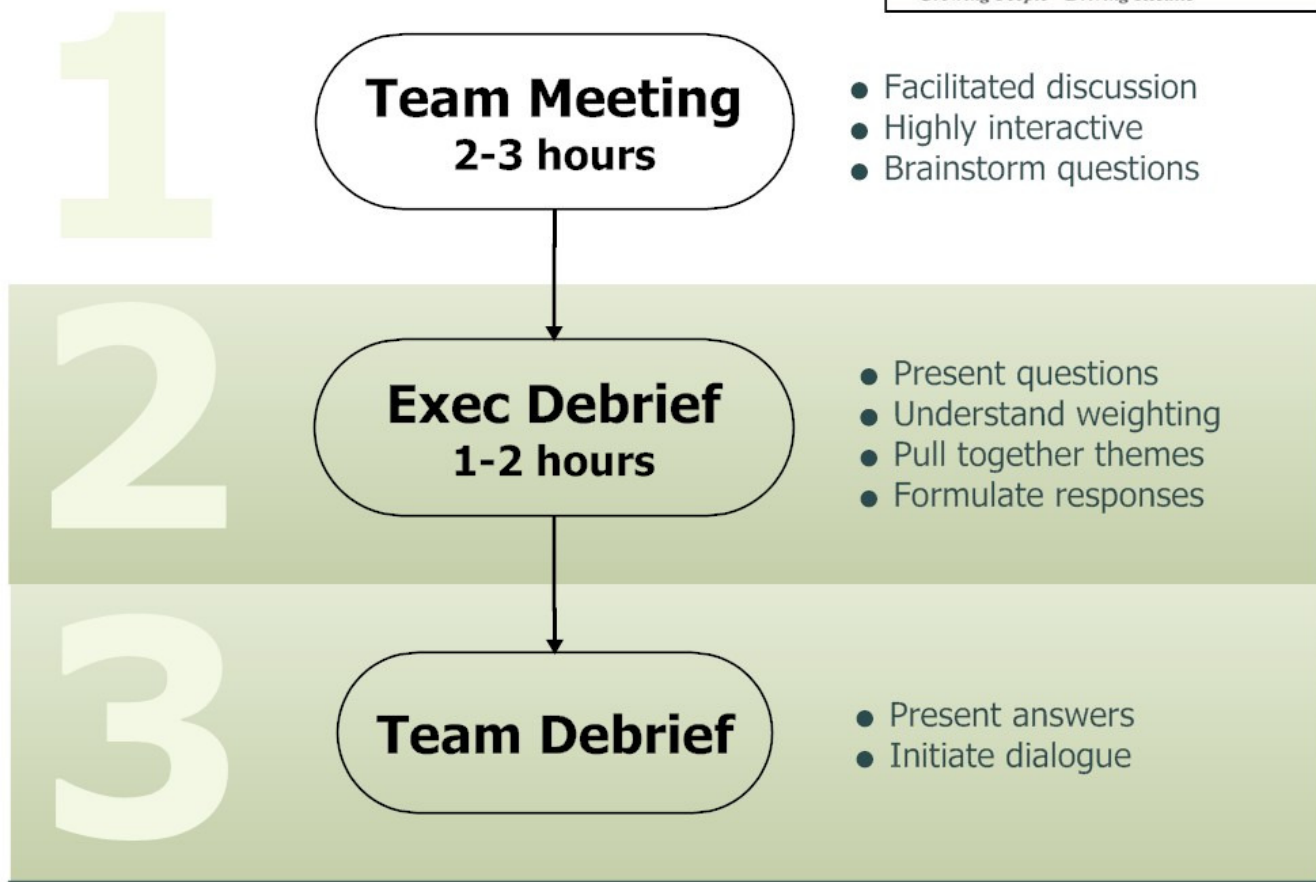
**BENEFITS**

- Minimize disruption during the leadership transition
- Openly address team concerns and answer questions
- Accelerate relationship building
- Strengthen alignment

**In the absence of information people make things up.**

A more organic process creates power positions within the team or work group. Those with access to the new leader get more information more quickly.

The Onboarding Solution creates an environment which allows for questions to surface that may not surface otherwise. The process also helps strengthen alignment within the team and between the team and the new leader.



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## PREDICTORS FOR SUCCESS

- Engage an experienced facilitator to guide the process
- Be clear about the purpose of the process
- Be clear about who will participate and why
- Stipulate before the process begins which questions may not be answerable
- Encourage brainstorming vs. consensus building to ensure all voices are heard
- Ensure participants know their individual comments will be held in confidence and that their questions and concerns will be rolled up in the aggregate and shared with the new leader
- The new leader agrees to answer all questions and concerns presented by the team



## Contact

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