NEW LEADER, NEW TEAM ACCELERATOR

DION LEADERSHIP

Overview and Program Description

Taking on a new team leadership role can be daunting. It can be compared it to trudging up a mountain in the dark with a 100-pound pack on your back and no water. It is common to take a year or more for a new leader to become fully acclimated and effective in their new role. And if they stumble or fall— loss of productivity, turnover of key staff, or even the new leader leaving the organization is a real risk. According to a study published by SHRM, 69% of employees are more likely to stay with an organization for three years if they experienced great onboarding.

Applying our decades of experience coaching new leaders and facilitating teams in transition, we developed a highly focused experience to get teams working together quickly and effectively. This includes helping leaders and their team members engage in important, candid discussions leading to stronger relationships, better goal alignment and clarity, and effective processes. As more teams' transition to partially or fully virtual, this program can serve as vital resource for team cohesion and success.

OUTCOMES

The following outcomes are designed to accelerate the new team leader's onboarding and team transitions:

- The leader will quickly get to know their new team and enable the team to get to know and accept their new leader
- Identify and align individual and team expectations
- Start to build trusting relationships required for future performance
- Understand how organizational culture, team objectives, and individual personality styles will complement or compete with each other
- Determine team and organizational challenges and how best to address them
- Create a clear written plan and agreement of expected team goals, behaviors, and processes

FORMAT

This process is designed as a 1-day face-to-face event or a 3-part virtual event.

Both the in-person and the virtual event will consist of a 1-hour pre-session with the leader and a coach, pre-work for the leader's team, facilitated event(s), written output report, and an additional coaching session.

HOW IT WORKS

IN-PERSON PROCESS:
ONE DAY EVENT TIMELINE

- **5 days before:** 1-hour session with leader and coach – leader is provided with pre-work
- **3 days before:** Provide team members with pre-work communication
- **In-Person Event:** 1 full day
- **2 days after:** Provide written output of event
- **30 days after:** 1-hour coaching session

VIRTUAL PROCESS:
THREE PART EVENT TIMELINE

- **5 days before:** 1-hour session with leader and coach – leader is provided with pre-work
- **3 days before:** Provide team members with pre-work communication
- **Virtual Event:** 3 sessions, 2 to 2.5 hours each, conducted within 5 workdays
- **2 days after:** Provide written output of event
- **30 days after:** 1-hour coaching session