

## ON-BOARDING support

### **Contract signed - talent found! - far from it!**

Statistically up to 50 % of management dismissals occur in the time between the signing of a contract through to starting work and the probationary period. Even when they aren't immediate dismissals, at least internally, they inevitably later lead to effective contract terminations.

### **Crucial start-up phase**

Our On-boarding Coaching aims to create the best possible initial situation/start-up phase for the new manager. Our external, supplementary and neutral support from HR and VR aims to optimally use and implement the manager's motivation and momentum.

The manager is under increased pressure, particularly at the beginning from the various stakeholders. In order to meet the numerous expectations, it is even more important to know the corporate culture with all its customs, informal processes, structures and forms of communication. The better the manager's understanding of the future corporate context and of their interactions within it, the greater the probability of their successful and long-term commitment and corresponding "high performance".

### **On-Boarding with 3 Phases of support**

#### **1. Cultural mirror (>2 weeks before starting work)**

The cultural mirror describes the fundamental rules, basic thinking and specific nature of the organisation. 4 interviews of 60 minutes are carried out with appropriately selected members of the organisation. The interviews are carried out with the specially developed scientific "structured contextual analysis" (SCA) method.

#### **2. Cultural sparring (>1 week before starting work)**

With the findings from the analysis, we become a cultural sparring partner and a neutral, external on-boarding coach to the manager. The manager can therefore adapt their goals, plans and communications strategies to the nature and thinking of the organisation, and actively deal with the specifics of the new organisation. As a result, chances and risks of cultural and political influences are detected before starting work and appropriate measures and options for action can be prepared, thus creating the ideal starting situation for beginning work.

#### **3. Wrap-up (>1 week after starting work)**

The manager's first experiences are discussed, reflected upon and evaluated in a talk with the on-boarding coach in a confidential, independent and professional manner. Improvements, alternatives and new solutions are then generated and subsequently implemented.

Depending on the role level, we recommend repeating this 3rd phase multiple times and over a longer time period in order to achieve a continuous and long-term effect and success.