

# Executive Onboarding

**An exclusive new service from The Higgins Group to accelerate return on your recruitment investment**

After months of searching, evaluation, and negotiation, the best person for the job has accepted your offer. Now comes the part most companies get wrong: quickly integrating the new executive into the team and organization. Here's why that matters:

- **Hedge against competition.** The Life Sciences are complex, and the talent we recruit is specialized and highly credentialed. There's big competition for the executive you just hired.
- **Faster time to performance.** It takes about 6 months for a senior manager to start contributing at a level that exceeds the cost to hire her. One study showed that a company with a strong onboarding program could *cut time to performance by 2 months*.
- **Improved talent retention.** A new employee decides within 30 days whether he feels welcome, and within 6 months he's made a decision to stay or go. New employees who had well-designed onboarding programs were *twice as likely to stay more than 2 years*.

New executives need meaningful transition and integration support; that's where *Executive Onboarding* comes in.

Our insightful recruiting is based on deep understanding of our clients' values, culture, and ways of working. *Executive Onboarding* leverages these insights to accelerate the time to performance—and return on investment—of your new executive hire.

We've partnered with [Letizia Amadini Lane](#), an innovative leadership development specialist and executive coach, to help your new executive navigate the challenges of transitioning to your company. Focusing on the four levers of successful onboarding—self-efficacy, role clarity, social integration, and organizational culture—Letizia works with your new executive and manager to:

- Develop an in-depth 90-day onboarding plan based on the new executive's skills and leadership style, plus constructive feedback from leaders and peers.
- Diagnose the new situation, gain clarity around role and business strategy, and build alignment within the executive's new team.
- Identify key stakeholders and develop successful working relationships with colleagues, upper management, and informal networks.
- Act as a cultural interpreter to help the new executive grasp the cultural norms and practices, and navigate corporate politics.

*Executive Onboarding* addresses all of the crucial onboarding constituents: individual, manager, team, and organization. We tailor the program to your company's unique organizational culture, as well as the leadership profiles of the manager and leadership team. And we focus intensely on the first 90-days, which are crucial to successful integration.

**How it works ▶**

# How Executive Onboarding works

## ① Leadership Team Involvement

The first step is to assess the culture and leadership style of the team that the new executive will be joining. Using an innovative, proprietary approach called *Visual Leadership<sup>sm</sup>*, Letizia provides feedback that can boost team performance while also providing useful information on team dynamics for the new executive.

## ③ Integration Support

Letizia provides executive coaching, meeting with the new executive every other week to anticipate issues and to help continue assimilation into organizational culture, understand team dynamics, navigate corporate politics, and align the new team. She also meets regularly with the manager to support the new executive.

## ② Onboarding Plan

Letizia conducts an in-depth interview with the new executive, plus reviews Leadership Forecast and *Visual Leadership<sup>sm</sup>* insights. The new executive meets with his/her manager and each member of the Leadership Team. Letizia collects feedback, and discusses it with the new executive and his/her manager. Letizia develops a customized onboarding plan based on the assessment and feedback.

## ④ Moving Forward

Letizia holds a final meeting with the new executive and his/her manager at 90 days, providing a recommended plan for moving forward.

