



Leadership Launch

The ParCon **leadership launch** program is designed to help organizations dramatically improve both the success rate and impact of new leaders.

Leadership & Human Capital Solutions

Enhance Your Leadership

Unleash the potential of new leaders
Accelerate the development and effectiveness of your leadership team
Plan for succession

Manage Culture Change

Transform your culture, making it an engine powering strategic breakthrough

Excellence in Human Resources

Harness the power of your talent and resources by unleashing the value of your HR organization

Manage the Workforce

Insure the right talent is getting the best results through a systematic approach to workforce planning

ParCon Expertise

Strategy Solutions

Renew Strategy
Find Growth Opportunities
Improve Profitability
Improve Strategy Execution
Optimize the Business Portfolio
Manage Performance
Assess Strategic Capabilities

Leadership & Human Capital

Enhance Your Leadership
Manage Culture Change
Excellence in Human Resources
Manage the Workforce

Emerging Business Solutions

Interim Executives & Specialists
Executive Advisors
Solutions for Expansion Stage Businesses
Outsourced Strategic Processes

Meeting the Challenges of New Leader Assimilation

With your new leader selected, the challenges are only just beginning.

Current data suggests that 64% of executives fail at their new job within the first 18 months. The costs of failure are staggering and often hidden. Total on-boarding costs can exceed \$1.5 M for a C-level employee and \$390 K for a mid-level manager. The average time to get new leaders productive typically exceeds six months. Cultural challenges between new leaders and their teams can create a chain reaction of morale problems, employee turnover and loss of productivity. Given these harsh realities, are you confident that your organization is maximizing the impact of your new leaders?

Advanced Executive On-boarding

Insure your new leaders hit the ground running.

In these economic times, meticulous recruitment and advancement of new leaders is critical. However, studies show that an executive's success is related to how well they are integrated into the organization; a process that gets far less focus and attention. ParCon helps organizations dramatically increase the success rate of new leaders by providing leadership on-boarding processes designed to compress the learning curve and maximize a new leaders' early business impact. The ParCon **advanced executive on-boarding** program is a comprehensive and repeatable process that insures new leaders hit the ground running.

Deliverable Components: Cultural Alignment, Core Leader Training, Organizational Familiarization, Strategic Agenda, Stakeholder Introductions, Timeframe 2 weeks, Cost: Varies

New Leader Immersion

Realize a 50% decrease in the time it takes your new leaders to become highly productive.

Rapid, effective engagement of a new leader with his or her team is crucial to increasing their chances of success while minimizing potential losses in productivity. Through ParCon's professionally facilitated **New Leader Immersion** offering, clients see highly productive leaders in less than 100 days compared to an average of more than six months. Leadership success, team turnover and morale are significantly improved while the number of employee relations challenges often drops dramatically.

Deliverables: Leader & Team Interviews, ½ day Team Session, 100 Day Agenda, Team Priorities & Commitments, 45-90 day follow-up, Timeframe 3-5 days, Cost \$4,995.00