NEW LEADER
ONBOARDING

CHANGEFUSION
accelerating results.

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Seamless Integration for New Leaders, Exceptional Results for the Organization

At Change-Fusion, we understand the critical impact that leadership has on the success of your organization. Welcoming a new leader into a company is a significant investment, both in terms of time and resources. However, the integration process can be challenging, and without the right support, new leaders may struggle to find their footing, leading to costly turnover and disruptions.

That's why we have developed **The New Leader Onboarding Program**. This comprehensive program is designed to ensure that your new leaders not only fit into the organizational culture effectively, but also start driving results from day one. Here's why New Leader Onboarding is a game-changer for your business.

The High Cost of Poor Onboarding

Research shows that the cost of onboarding a new employee can be as high as 20% of their annual salary. For senior leaders, this figure can be substantially higher. Additionally, according to a study by the Society for Human Resource Management (SHRM), nearly 50% of new executives leave their organization within the first 18 months, primarily due to poor integration and support.

The financial implications of this turnover are staggering:

- **Direct costs:** Recruitment fees, signing bonuses, relocation expenses, and severance packages.
- **Indirect costs:** Lost productivity, disrupted team dynamics, and the time required for other employees to fill in the gaps.
- **Opportunity costs:** Missed strategic opportunities and the delay in achieving organizational goals.

INCREASE PRODUCTIVITY
New leaders can reach full productivity
30%
faster compared to traditional onboarding methods.

About Us

We help organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and employees. We do it all with hard-hitting business acumen, deep knowledge of organization dynamics, and a strong emphasis on making a sustainable difference.

WE HELP LEADERS SUCCEED
ON DAY 1

THE FINANCIAL IMPACT OF ONBOARDING A NEW LEADERS AND EXECUTIVES

Onboarding a new leader is a significant investment for any organization. Here are some key statistics and insights on the costs associated with this process:

1. **Productivity Losses:** It can take new leaders six months or more to reach full productivity. During this period, the organization may experience reduced efficiency and productivity. Research by the Center for American Progress indicates that the cost of lost productivity due to turnover can be as much as 213% of the executive's salary.

2. **Hidden Costs:** Beyond the direct costs, there are hidden costs such as the impact on team morale, disruption of ongoing projects, and the potential loss of organizational knowledge and client relationships.

ONBOARDING COSTS	TURNOVER COSTS	OVERALL FINANCIAL IMPACT
According to the Society for Human Resource Management (SHRM), the average cost to onboard a new employee, including executives, is around **$4,125**. For senior leaders, this cost can be much higher due to specialized training and orientation programs.	Nearly **50%** of new leaders fail within the first 18 months, leading to significant turnover costs. The cost of replacing a failed executive can range from **50% to 400%** of their annual salary.	Studies suggest that the total cost of a failed new leader hire can exceed **$1 million** when considering all direct and indirect expenses.

Companies who implement a systematic and structured onboarding process like **New Leader Onboarding**, can mitigate these costs by ensuring a new leader is well-integrated, fully productive sooner, and more likely to stay and thrive in their roles.

COMMON CHALLENGES
WHEN ONBOARDING NEW LEADERS

LACK OF CULTURAL FIT

Adjusting to a new company's culture can be difficult. If the leader doesn›t align with the values, norms, and expectations of the organization, it can hinder their effectiveness.

Leaders need to understand how to succeed and shape the culture. Our program helps leaders demonstrate improved organizational savvy faster and positions leaders to set direction and decode culture.

POOR RELATIONSHIP BUILDING

Building trust and relationships with existing team members, peers, and stakeholders is crucial for success. If the executive struggles to connect with others or faces resistance, it can impede their ability to influence and lead.

Leaders need to build strong, strategic alliances and credibility beginning on their first day. Our program helps leaders to be better equipped to collaborate across boundaries and support others in developing, contributing, achieving while also becoming aware of the impact of their own choices on the organization and team.

UNCLEAR EXPECTATIONS

If the expectations for the leader's role and responsibilities are not clearly communicated or if they are unrealistic, it can lead to frustration and confusion.

Leaders need to clearly understand expectations and know their level of autonomy. They need to balance quick wins with understanding the organization dynamics. Our program builds a strong foundation with their leadership and team(s) right from the beginning.

RESISTANCE TO CHANGE

Leaders often join companies with a mandate to drive change. However, resistance from employees, organizational inertia, or a lack of support from key stakeholders can make it challenging to implement changes.

Leaders must cultivate team cohesion and build trust with stakeholders to create a more harmonious, high-performing and productive work environment. Our program will assist leaders in fostering this cohesion among both their team and key stakeholders.

RESEARCH AND STUDIES HAVE SUGGESTED THAT THE FAILURE RATE FOR NEW LEADERS AND EXECUTIVES **WITHIN THE FIRST 90 DAYS CAN BE SIGNIFICANT, RANGING FROM 30% TO 60%** OR EVEN HIGHER IN SOME CASES.

THE SOLUTION: CHANGEFUSION NEW LEADER ONBOARDING

Change-Fusion's New Leader Onboarding program is designed to mitigate the most common causes of these failures. This program ultimately accelerates their integration by ensuring cultural fit and the right relationship building, aligning organizational goals and a laser focus on clear expectations and results. Our program offers comprehensive support tailored to the unique needs of each leader.

PERSONALIZED INTEGRATION PLANS AND CONSULTING SUPPORT	We create tailored onboarding plans that align with the organization's goals and culture, ensuring new leaders have a clear understanding of their role and expectations.
360-DEGREE FEEDBACK TOOLS	Our program includes regular check-ins and feedback loops, enabling new leaders to receive constructive insights from their peers, direct reports, and supervisors.
PERSONALIZED COACHING	New leaders are paired with experienced coaches who provide guidance, support, and valuable industry insights.
CULTURAL DECODER	Our Cultural Decoder helps new leaders understand and adapt to the company's unique culture, values, and norms.
PERFORMANCE METRICS AND MILESTONES	We work with new leaders to set clear performance metrics and milestones to track progress and ensure new leaders are on the right path to achieving their goals.

TAKE THE
NEXT STEP

Investing in **New Leader Onboarding** means investing in the future success of your organization. Let Change-Fusion help you turn new leaders into lasting assets.

Contact us today to learn more about how our program can transform your onboarding process and set your leaders—and your company—on the path to sustained success.

EMPLOYEE ENGAGEMENT

Companies see

54%

higher employee engagement with a formal onboarding program.

INTEGRATE AND TRANSFORM

- Use leadership presence to influence others
- Empower and develop team talent
- Focus on strategic vision and long-term results
- Build culture change agent teams

+6 MONTHS

STRENGTHEN MOMENTUM

- Communicate vision and strategy to inspire and direct
- Broaden relationships
- Drive organizational change
- Begin culture change initiatives

4–6 MONTHS

BUILD YOUR FOUNDATION

- Deepen your followership
- Create SWOT analysis though through building relationships
- Determine who the unofficial sources of influence are
- Read cultural cues correctly and gauge the change-readiness of the organization

2–3 MONTHS

GAIN YOUR FOOTING

- Create your leadership credibility bank
- Map and get to know key stakeholders
- Validate expectations and deliver quick wins
- Learn the organization culture

1 MONTH

PRIOR TO DAY 1—GETTING STARTED

- Building and Fostering Key Relationships
- Aligning and Validating Your Goals
- Understanding the Culture

0 MONTH

CHOOSING THE BEST PLAN
FOR YOUR ORGANIZATION

The ideal duration of a **New Leader Onboarding** program depends on various factors such as the complexity of the role, the organization's culture, and the leader's previous experience. Generally, a 3 to 6-month period is recommended for most leadership onboarding. ChangeFusion provides extensive and customized 3- and 6-month leadership onboarding programs. Select the onboarding program that best meets your needs from our 3- and 6-month package options.

The Aberdeen Group found 66% of companies with onboarding programs claimed higher rates of successful assimilation of new hires into company culture and 62% higher time-to-productivity ratios. The survey also found that 83% of the highest performing organizations began onboarding prior to the new hire's first day on the job.

	Leadership Onboarding Milestones	3-Month Onboarding Program	6-Month Onboarding Program
Getting Started	• Framework to build success from Day 1	■	■
	• Leadership Game Plan	■	■
Gain Your Footing	• Communication Framework	■	■
	• Network Map	■	■
Build Your Foundation	• Progress Tracking	■	■
	• Strategic Situation Analysis	■	■
	• Leadership Team Management Support	■	■
	• Culture Decoder	■	■
Strengthen Momentum	• 360 Feedback		■
	• Develop Change Strategy and Narrative		■
	• Resource Plan and Team Alignment Implementation Plan		■
Integrate and Transform	• Change Implementation Support		■
	• Change Agent Team Formation		■
	• Leadership Team Cohesion		■

OUR CLIENT
IMPACT

Hear what our clients have to say

We partner with leaders and executives to succeed. Together, we achieve new results, improve relationships, and increase self-awareness.

ChangeFusion coaches created a robust process that mobilized energy toward developing our future. They asked the tough questions and supported us in creating meaning from all the information. Their support enabled us to have conversations that were needed.

The coaching has totally opened my eyes to a new way of leading. Rather than directing everyone and everything, I've learned to set aggressive expectations and focus my efforts on instilling accountability and coaching my team. I have less stress, better results and a happier team.

I'm equipped to really explore our Executive Directors' goals and dilemmas rather than tell them what I think they need to do.

Our expertise

Our leadership expertise is refined from decades of coaching, consulting, and developing senior leaders in government, corporate, and non-profit environments. Through our approach and proprietary leadership tools, we have equipped leaders to lead effectively in high-pressure, complex, and paradoxical environments to achieve strategic, political, and personal success. Our expertise is also steeped in experience gained through years of holding leadership positions ourselves. Our consultants understand (and have lived through) the real-world situations leaders face on a day-to-day basis. This brings a compassion and a courage to our work that makes a significant difference for the leaders we work with.

LEAD EFFECTIVELY WITH CONFIDENCE, CREDIBILITY, AND RESULTS.

WHO COULD SAY NO TO THAT?

change-fusion.com • info@change-fusion.com