

Transition and Follow-up



Once the deal is signed and the candidate is on board, we're still working to create a reasonable and smooth transition for the new employee.

We facilitate assimilation coaching to ensure the new executive is successful from the first day. Our Success Factor Transition Program involves a thorough review with the new hire and their boss of the expected results, drilling down into resources, dates, staffing, and agreement over deliverables.

By the end of our Success Factor Transition Program, there is a written agreement (the Success Factor Snapshot) that each party agrees will be met. This tool then drives many of the classic HR systems such as rewards, recognition, learning and development, succession planning, and performance management.

In addition, a common failure point after hiring is miscommunication due to differences in work style, such as intuitive decision-makers versus analytical decision-makers. We help to ensure these early communication gaps and differences do not sabotage the hire.

Products for Transition and Follow-up