



## Executive Assimilation Coaching

### What is Executive Assimilation Coaching?

Assimilation Coaching is a coaching process designed to help executives who are either new to an organization or have been promoted through the ranks to effectively integrate their knowledge, expertise and capabilities into their new leadership role, and blend seamlessly into the business culture.

It also involves the engagement of the executive's direct reports and other key stakeholders. This results in a reinforced circle of support for the leader to strengthen communication, build relationships, and resolve potential derailing behaviors.

### How will we work together?

I use a change management approach to executive assimilation coaching because the window for achieving results for new or transitioning executive leaders closes much faster than with non-executive transitions. This approach is one of the most effective ways of achieving quick results in a compressed amount of time.

*Specifically, we will:*

- Clarify the new role and how it needs to align with the organization's priorities;
- Leading teams and creating collaborative experiences;
- Identify and modify behaviors that may impede your leadership ability;
- Uncover and address obstacles that could sabotage success;
- Working with difficult people and turning around difficult situations; and
- Enhance your ability to manage leadership intelligence (self-awareness, your emotions, and motivating others).

### How long will we work together?

Executive Assimilation experiences typically last for at least 6 months, though they can last longer, and include bi-weekly 1:1 and/or virtual engagements with your coach.

### What can I expect?

Expect to be challenged respectfully. I need you to be willing to experiment with fresh approaches and be open to redesigning the parts of your brand that you are able to right now. This will help you more easily reach your goals and successful transition to your new professional family.

### How can I get the most out of this experience?

Come to the coaching call/meeting prepared, with an agenda. We have 60-90 minutes together, and you'll want to have a written list of things for you to share and us to discuss. On this list, include things like:

- Success and wins that you've had that week
- Report on the homework
- Problems you faced and how you handled them
- Advice you want about a situation
- What you're currently working on and how it's going
- New skills you want to develop
- Insights, "aha's," and new awareness's
- Strategies you wish to develop

I am here for your success. Together we can achieve the success you desire most and what your organization is requiring of you.

I look forward to our time together.

**Pam**