

CLEARING THE 90-DAY HURDLE: Leveraging Coaching to Support New Leaders

BREAKFAST SEMINAR



Research shows that 40 to 50% of all new leaders fail to meet the expectations of the new role for which they were recruited.

In the first 90 days, it is critical to...

- establish clear focus on top priorities
- create early wins
- size up the boss's style
- assess and enroll the team
- gain support of other key stakeholders.

During this time of intensive performance pressure, these leaders often experience...

- mixed emotions about the new organization
- insecurities about being right for the new role
- significant strain on personal and family life.

Coaching can provide an invaluable "safe place" for these new leaders to sift through these concerns, maintain focus and prevent an ill-considered decision to leave.

What you will take away from this exciting seminar:

- Insights from recent interviews with line executives, HR managers and newly hired leaders.
- ROI metrics.
- Coaching approaches to meet the needs of different levels of new leaders (i.e. one-on-one coaching, group coaching workshops, self-coaching workbooks and teleclasses).

When:

Tuesday, February 22, 2005
8:00am – 9:45am

Where:

Oakville Conference & Banquet Centre
2515 Wycroft Road
Oakville, ON

Price:

General Admission:
\$50.00 (GST inc.)

ICF Members & Affiliates:
\$45.00 (GST inc.)

At the door:
\$60.00 (GST inc.)

Continental Breakfast Included

Register on-line at:

www.coachingawareness.com/newleaders.asp

OR

contact Susan Edwards at:
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Susan Edwards, B.A., C.H.R.P.



Susan Edwards is President of Development by Design. She has 20 years of experience as a trained, professional business coach, management consultant and human resources manager with a number of leading organizations.

Over her career, Ms. Edwards has enhanced organization, team and individual performance through initiatives in organization change, design of human resources systems, and coaching leaders and management teams.

Some of Ms. Edwards clients have included: Avotus, Bayer, Campbell Soup Company, Canadian Cardiovascular Society, JAN Kelley Marketing, Ontario Power Generation, Ontario Securities Commission, Pillsbury Canada, Rockwell Automation, and Rogers Cablesystems.

Other International Coaching Awareness Month workshops include:

"Michael Bungay Stanier presents **Get Unstuck & Get Going on the Stuff That Matters**, Thursday, February 3rd. He will address what keeps people stuck and prevents them from doing the work that matters. Michael promises that by the end of the session, you'll have clarity and a commitment to take action on something that you want to do. Find out more at: www.coachingawareness.com/getunstuck.asp

Joanne McLean and Laura Macro present **Get Real and Lead from There: A Women's Leadership Strategy**, Friday, February 18th. They'll be working with women leaders, professionals and entrepreneurs, who are mid career and want to make a significant shift in the leadership of their work and life. Find out more at:

www.coachingawareness.com/getreal.asp