

Benefits of New Leader Integration



- Creates the conditions for achieving early impact
- Builds momentum through focused attention on success factors
- Shortens learning curve of cultural norms and expectations
- Enables new leaders to quickly meet performance milestones

Accelerated Assimilation™

Our Approach to New Leader Integration

Why Choose TLD Group?

- **Health Industry Experience.** With expertise in the payer, provider, and pharmaceutical sectors, our integration coaches understand the unique challenges facing senior executives.
- **Focus on Results.** We use reliable, objective assessment and coaching methods that are highly predictive of future success.
- **Customized and Contextual Coaching.** We partner with our clients to ensure the integration process fits within the organizational context.
- **Coach-Client Fit.** Working with the right integration coach is a critical success factor. Many of our coaches have held similar positions as those they coach.
- **Alignment on Goals.** We include input from key stakeholders to obtain diverse perspectives and ensure alignment on the integration goals.

Critical Integration Components:

- **Aligning with Stakeholders:** Gaining the support of key stakeholders by taking the time to understand expectations, how decision-making works, and who has influence over decisions.
- **Operational Leadership:** Building credibility through awareness of important operational issues, solving urgent problems, and identifying and achieving quick wins.
- **Enhancing Team Effectiveness:** Creating a safe environment for the team to explore critical issues and the ability to provide timely, constructive feedback.
- **Engaging with the Culture:** Understanding the values, norms, and guiding assumptions that define acceptable behavior in the new organization.
- **Defining Strategic Intent:** Clarifying strategy, structure, talent management, and performance measurement processes to support an evolving strategy.

TLD Group's Accelerated Assimilation™ Process

- 1. Assessment and Data Gathering.** Our integration coaches begin data collection prior to the new leader's arrival on the job. This includes interviews with the new leader and key stakeholders, review of the organization's strategy, new leader role expectations, and results of any assessment results gathered during the selection process.
- 2. Feedback and Action Planning.** The new leader and their integration coach review the results of the data with a focus on stakeholder expectations, areas of opportunity, cultural issues, relationships to be developed and/or leveraged, watch-outs, etc. An action plan is developed and vetted with key stakeholders.
- 3. Team Assimilation Meeting.** Our integration coaches coordinate and facilitate an Assimilation Meeting with the new leader's team. The purpose of this meeting is to align on style, strategic direction and background; clarify objectives and direction; promote integration and communication; clarify expectations and requirements; openly exchange views; identify and provide recommendations; and, accelerate productivity of the entire team.
- 4. Integration Coaching.** The new leader and their coach meet regularly over a 6 to 12-month period. The objective of the integration coaching is to develop strategies for effective assimilation, practice new behaviors and work on action plans for successful integration.
- 5. Sustaining Progress and Continued Support.** At the end of the engagement, the integration coach will assess the integration success through interviews with key stakeholder. The results are reviewed with the new leader and sustainability strategies are developed for continued learning and future success.

"There is always uncertainty when a new leader joins a pre-existing team. Both the leader and his or her new team members want to make a strong first impression, set expectations for each other, develop a routine for how they'll work together, and so on. TLD Group's new leader integration process ensures that time is dedicated to the team's needs and the new leader's needs."

Andrea Procaccino
Chief Learning Officer
New York Presbyterian Health

"I have worked with TLD Group for many years supporting executive coaching engagements and onboarding programs for leaders at Sanofi. Their coaching cadre is exceptional, and their client relationship team takes the time and effort to identify coaches that meet the business need of our senior leaders."

Christine Vaccola
VP, Talent Management
Sanofi Pharmaceuticals



About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speakers bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy© (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

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