



New Leader Acceleration

The new leader acceleration process is designed to accelerate communication, relationship and common purpose between the new leader and his or her direct reports. It is offered to directors and higher and is facilitated by one of our OE consultants. Children's uses the same proven process as IBM, Frito Lay, Pepsi and other large organizations.

The process: After kicking off the meeting, the new leader leaves the room and the facilitator asks the following questions of the team

What do we know about the new leader?

1. What do we not know about the new leader but would like to know?
2. What are our concerns about the new leader being our Leader?
3. What do we want most from our new leader?
4. What does our new leader need to know about us?
5. What are the major challenges/obstacles our new leader or anyone in her position will be facing?
6. What are the major challenges/obstacles we will be facing?
7. What suggestions do we have to overcome the obstacles discussed?

While the team leaves for an hour to work on a pre-determined project, the facilitator reviews the collective responses with the leader who prepares to respond. When the team returns, the new leader answers the team's questions and discusses expectations. Next, the team presents the result of their one-hour meeting. Expectations are captured throughout and reviewed at the end.

Time commitment: 6 hours

Follow-up: Several months later the team completes a survey which measures progress.