

New Leader Welcome

Get a Jump Start in Your New Leadership Role



New Leader Welcome is a structured learning process designed to introduce and integrate a leader into the culture and relationships of their new team. This intentional onboarding approach ensures that expectations and preferences are aligned and barriers to success are removed for both the new leader and the team.

Goals

- › Build relationships
- › Energize the group
- › Lay a foundation of trust
- › Articulate individuals' hopes and expectations for the new leader
- › Discover areas of organizational concern that should be addressed promptly
- › Engage in an open, transparent process

Why

- › On average, it takes a new leader 3 to 6 months to orient to their new position and assess the team/organization.
- › Between 50% - 60% of leaders fail within their first 18 months in a new role. Research identifies three common traps for newly transitioned leaders:
 - › Failing to build key relationships
 - › Being too slow to learn the organization's culture
 - › Neglecting to clarify role expectations

The New Leader Welcome will help you steer clear of these pitfalls.

Process



Project Introduction

Consultant Meeting with Leader

- › Consultant introduces leader to the New Leader Welcome process
- › Consultant provides guidance for the leader's opening remarks at the team session



Data Collection

Facilitated Session with Leader and Team

- › Leader speaks about their personal leadership style and hopes for the team
- › Leader leaves the room
- › Consultant facilitates the team through questions designed to get to know the leader and help the leader understand the team



Feedback to the New Leader

Consultant Post-Session Meeting with Leader

- › Consultant reviews the team's feedback with the leader
- › Consultant and leader talk through the leader's impressions of the data
- › Leader prepares responses to team questions



Leader Response and Discussion

Facilitated Session with Leader and Team

- › Leader presents their responses to the team's questions
- › Team asks follow up questions, as needed

Time Commitment with CLOC*

Team Member	Project Intro	Data Collection	Feedback to New Leader	Leader Response and Discussion
Leader	› 1 Hour	› 30 Minutes	› 1.5 Hours	› 1.5 Hours
Team	› N/A	› 2 Hours	› N/A	› 1.5 Hours

*Additional leader time will be required to prepare opening remarks and responses to team questions.

Cost

\$2,500

Contact

UMD Center for Leadership & Organizational Change
 4716 Pontiac Street, Seneca Building - Suite 0102,
 College Park, MD 20740, USA
[301-405-0724](tel:301-405-0724) · cloc@umd.edu · cloc.umd.edu