

BLAIS


+ ASSOCIATES




Enabling Success In a New Role

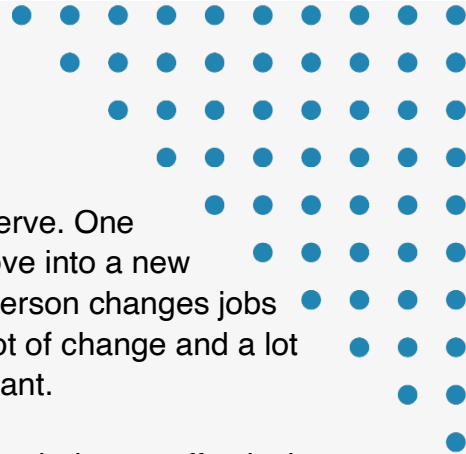
*Building Leaders.
Advancing Careers.
Growing Companies.*

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At Blais + Associates' we want to help you achieve the success you deserve. One way we achieve this goal is to enable you to be successful when you move into a new role, and or change companies. According to Zippia.com, the average person changes jobs 12 times in a lifetime and stays with their employer 4.1 years. That's a lot of change and a lot of risk, but if you're successful with each change the rewards are significant.

To help you leverage this change and mitigate risk, Blais + Associates can help you effectively transition into a new role when the time comes and provide the framework for you to use moving forward. This engagement typically includes elements as noted below, but is customizable based on the needs of the client.

1. **Assessments:** Assessments vary and happen throughout the engagement as deemed necessary and beneficial.
 - a. Profile XT: This assessment reveals consistent, in-depth, and objective insight into an individual's thinking and reasoning style and relevant behavioral traits.
 - b. 360 Verbal Assessment: This assessment is done verbally with 8 – 12 individuals within your organization that may impact your success and would likely be completed in the middle and the end of our engagement.
 - c. Checkpoint 360: The CheckPoint Feedback System is a 360-degree on-line survey. It is used to evaluate the effectiveness of managers and leaders and establish alignment. This survey combines feedback from direct reports, peers, supervisors, and even customers, with a personalized program for developing specific leadership skills based on that feedback.

2. **Leadership Dashboard:** This tool helps clients gain clarity about what is important and why, improve alignment and accountability throughout the organization and/ or your department and feel grounded and focused despite numerous distractions.

3. **Discussion Topics:** There are many important topics to discuss and gain clarity on to achieve success, some of which include:
 - a. Clarify what success means in your new role
 - b. Helping your boss win
 - c. Observe - discover - learn
 - d. Understand the culture and fit-in
 - e. Understand key stakeholders and align yourself with key players
 - f. Avoid political landmines
 - g. Develop a vision and strategy
 - h. Get the right team in place
 - i. Be more coachlike
 - j. Create your development plan
 - k. Create your plan of action, especially early wins



Program Duration: The frequency of the sessions will be agreed upon ahead of time based on your individual situation and the speed at which you would like to complete the program.

Additional Program Support:

- eMail support throughout engagement
- Networking introductions as appropriate
- One hour follow-up coaching session on first year anniversary of engagement