

PLAY YOUR BIGGER GAME

COACHING & MENTORING

WORKSHOP FACILITATION

BEHAVIORAL AND META PROFILING

CONFERENCE & KEYNOTE SPEAKING

Nail Your First 90 Days

A Leader's Perspective

Your first 90 days in role transition are the most demanding from both a work and emotional perspective. Whether you're an executive or manager of a new team, judgments will be made quickly based on your initial performance. You can't afford to have a slow start. You want to get it right and excel.

Whatever your goals, being supported to take control of your first 90 days with confidence will enable you to achieve better results faster. With a structured transition plan, **you can achieve in 3 months what normally takes 6-12 months** in average transition time. No other approach will give you the same advantage.

FastTrack 90 – a high performance 90 Day Transition Program

- ✓ **Build a tailored 90 Day Plan** from your early business diagnostics
- ✓ Learn the crucial **leadership mindset** for successful transitions that puts you in control
- ✓ **Set your goals and milestones @ 30, 60, 90 days**
- ✓ Plan for and **mitigate the risks** unique to your first 90 days
- ✓ **Accelerate your learning curve**
- ✓ Deliver **early wins** that **build credibility**
- ✓ Define your **leadership identity** and voice (regardless of whether you have people responsibility or not)
- ✓ Plan and manage on **90 Day Plan performance and planning cycles**

FastTrack 90 is a flagship program and a proven 6 Step-By-Step Model for successful new role transitions. The program's 360 approach focuses on you, your role, your organisation and the market in which you operate in.

Join the thousands of leaders globally who use a 90 Day Plan.



The research shows that 40% of newly hired leaders are out the door in 18 months or less. Don't become part of this statistic. Invest in you and invest in your success. In the USA, Canada, and the UK in particular, a 90 Day Plan is now considered part and parcel of what it takes to succeed in a new role.

Case studies show leaders with a structured transition plan matched to their business situation generate incremental outcomes. Success stories show leader capability growth in areas such as: disruptive leadership, strategic orientation, complex negotiating, building teams, accelerating financial performance, winning deals, overcoming cultural dynamics, communication effectiveness, team synergies and people alignment.

**THIS PROGRAM IS
DESIGNED FOR:**

- ✓ Executives
- ✓ Senior leaders
- ✓ Experienced Managers
- ✓ Up and coming Managers

GET MAXIMUM BENEFIT FOR:

- ✓ A promotion with greater scale and accountability
- ✓ A big agenda to deliver on quickly
- ✓ Moving into a new industry sector and business structure
- ✓ An internal move into a new area
- ✓ Transitioning back after maternity leave or career leave

The Value of First 90 Day Coaching

An Organisational Perspective

You have the best person for the job and you're now counting on them to drive results quickly. Will you take a 'sink or swim' approach and leave their success to chance, or will you give them the accelerator they need to add to bottom line sooner?

The cost of bad start

Everyone loses when a new leader fails. In the UK and Australia, it is estimated that the cost of poor performance and turnover of failure is between **110% – 137.5%** of the annual salary. But the loss isn't just financial. Team morale and reputation also suffer.

To negate the risks of early attrition, best practice organisations are now implementing an integrated talent management strategy. This approach focuses on supporting and accelerating new hire performance from day one and shortening the timeframe for them to become fully productive.

A proven ROI model

A well-structured transition plan delivers on four key performance indicators:

- ✓ Speed to productivity
- ✓ Engagement and retention
- ✓ Effective actions
- ✓ Key relationships and alignment



Hiring leaders often don't have the bandwidth to coach and mentor new recruits. Therefore, arming your talent with the right 90 Day transition plan is a critical success factor in retaining and developing them as future leaders.

Our engagement process is free, straightforward with no obligation. Based on your needs, a tailored program that compliments your existing people/talent management programs can be developed.

To what extent does your onboarding process fit the needs and expectations of your talent?

Research shows...

- ✓ Over a third of executives think of quitting in their first 90 days (*Harvey Nash 2012 paper*)
- ✓ 40% of executives hired at the senior level are pushed out, fail or quit within the first 18 months (*Financial Times*).
- ✓ Navigating culture is biggest hurdle facing new hires (*HR Magazine*)

A formal onboarding program:

- ✓ Yields a 60% year-on-year improvement in revenue per FTE¹
- ✓ Yields a 63% year-on-year improvement in customer satisfaction.²



(^{1,2}Source: *The Aberdeen Group's 2010 study*)

About Toni Courtney



Toni drives the results, profitability and team development of every business with which she works. Her mission is to empower leaders and teams to lean in and play a bigger game. Toni engages managers and leaders across organisational levels supporting them to excel, particularly through leadership transitions.

Transition has been a central theme in both Toni's personal and professional life. She has led teams through significant organisational change and has held a range of roles within emerging and mature businesses. She is known for her drive, resilience, and high energy.

Toni is engaged to instigate growth and improve performance. Her conviction is that people are capable of much more than they think—her practice is to help them achieve it.

Toni empowers leaders and teams to fast track their leadership and performance, and prepares leaders for starting new roles, accelerating within current roles, or getting role ready for a step-up position.

With an extensive blue chip commercial background, Toni brings over 20 years' experience in building and leading high-performance teams. She has served in senior leadership roles in New Zealand, the UK, the USA and Australia working for brands including ANZ, Westpac, American Express and Deloitte.

Toni is a certified Executive Coach, Practitioner in Neuro-Linguistic Programming, and a Thought Dynamics Consultant. She holds a Bachelor of Business Mgmt (First Class Hons).