



# You Have Invested a Great Deal in Your New Leader

## Help Support Their Transition & Share in Their Success.

*Up to 50%\* of leaders fail within the first year of transitioning to a new organization.* These trends are common, but avoidable. Transitions 360 is about building positive habits that last. Invest in your leaders so they can continue to be a good investment for your organization.

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The Transitions 360 Suite is a quick, targeted, pulse-check assessment tool delivered in three phases to provide candid and specific feedback to organizational leaders who are in the process of transitioning into a new leadership position.

3 Months



Phase 1:  
**Critical feedback on the competencies needed to start well**

**The Focus:**

Builds relationships, seeks understanding, adjusts & adapts, builds trust

6 Months



Phase 2:  
**Feedback on early leadership impact**

**The Focus:**

Establishes strategy & direction, develops talent, drives performance, cultivates collaboration

9 Months



Phase 3:  
**Feedback on sustaining leadership success**

**The Focus:**

Influences others, drives results, establishes accountability, builds sustainability

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Making a good transition is critical to sustainable success. The habits and patterns that are established in the first 6 to 9 months will set the tone for years to come. Therefore, leaders need feedback early and often in order to make small corrections early and while perceptions are still forming.

**The Transitions360 is a series of three different short assessments that offer feedback about critical competencies for effective transitions at the key milestones of three, six, and nine months.**

### Phase 1 Assessment at Three Months

#### **The Focus: Builds Relationships, Seeks Understanding, Adjusts & Adapts, and Builds Trust**

There is truth in the familiar adage “You never get a second chance to make a first impression.” Leaders in new roles need to establish themselves first by building relationships and understanding the systems in which they are operating. In addition, they must adjust and adapt to the new responsibilities and expectations inherent in their role and work to establish trust in their relationships. Failure to establish these competencies early on makes it very difficult to transition successfully.

### Phase 2 Assessment at Six Months

#### **The Focus: Strategy & Direction, Develops Talent, Drives Performance, and Cultivates Collaboration**

By the sixth month mark, new leaders should be driving performance within their function. They should be able to describe what’s working well and what’s not in their areas of influence and articulate a compelling vision and direction for their areas of responsibility. They should have a clear sense of the systems that they lead and understand the development needs of those that report to them. They should demonstrate success in executing on performance and have established confidence in their leadership.

### Phase 3 Assessment at Nine Months

#### **The Focus: Influences Others, Drives Results, Establishes Accountability, and Builds Sustainability**

As leaders look to finish their first year, they should be able to document the impact of their leadership. Others should describe them as influential, having aligned people and established results. They should have clearly documented metrics and standards of accountability for those they lead and feel confident in the abilities of those around them. In addition, leaders that have transitioned well have established systems and processes that can be replicated and sustained over time.

#### How it works:

1. The new leader identifies co-workers (usually Peers, Direct Reports, and Supervisors) who agree to provide pulse feedback throughout the first year of the new role.
2. Those co-workers then anonymously provide feedback when prompted by the online system through their computer or handheld device. The survey is quick and easy to use and takes less than 10-minutes to complete.
3. Feedback results are then compiled and presented to the new leader by a professional who is qualified to assist in the understanding and debriefing of the feedback.
4. The new leader then uses the feedback to adjust and guide his or her behaviors to maximize their effectiveness and to develop as a leader.