

Executive Integration Planning and Support

RESEARCH STUDIES
INDICATE
APPROXIMATELY
40%
OF EXECUTIVES
IN NEW ROLES FAIL
IN THE FIRST
18 mths



70%
OF NEW EXECUTIVES
ARE DISAPPOINTED
WITH THEIR
ORGANISATION'S
ONBOARDING
AND
INTEGRATION
PROCESSES



Furthermore,
**PEOPLE WHO
PARTICIPATE IN**

**STRUCTURED
ONBOARDING
PROGRAMS**

ARE **69%**



**MORE LIKELY
TO STAY
WITH THEIR**

**ORGANISATION
AFTER THREE YEARS
AND REDUCE THEIR TIME
TO FULL PERFORMANCE**

BY **30%**

To ensure the best possible start for your new executive and reduce any associated risks, Chandler Macleod includes the following integration support services as part of the recruitment process:

- 1 On commencement of the recruiting project, an initial Executive Integration Diagnostic Questionnaire to explore the efficiency and relative strengths and weaknesses of your organisation's current executive integration processes.
- 2 At the opening of employment offer negotiations, the successful candidate completes an Executive Integration Checklist that accomplishes two important objectives. Firstly, it demonstrates your organisation's commitment to the candidate's success, and secondly, it informs your organisation of the candidate's preferences with respect to integration activities.
- 3 Concurrently, the hiring manager completes the same checklist to indicate their views around the relative importance of the various components of the integration process.
- 4 Chandler Macleod facilitates an Executive Integration Planning Meeting between the incoming executive, the hiring manager and HR (if required). A personalised Executive Integration Plan template records the outcomes of the meeting.
- 5 At the same meeting the Chandler Macleod Psychologist can facilitate a discussion around the incumbent executive's psychometric assessment results to further inform the integration process and support future development initiatives.
- 6 Finally, the incoming executive receives a list of 80 Strategic Onboarding Questions to help gather the information they most need to accelerate their integration and reduce ramp up time to full performance.