

# Success in New Role Coaching



ROS TOYNBEE COACHING

So, you impressed your new employer with your answers at the interview, and they offered you the job. Congratulations!

But of course, now that you're about to start, you know you have to deliver on those promises (and the sooner the better). For the next three months all eyes are going to be on you.

And it doesn't matter how good you are, that's still daunting!



*If you have just started a new position, you are probably asking:*

What will the job really be like? And will I like it?

What is really expected of me and can I deliver fast enough? This role is a big step up for me and what if I'm not really up to the task? Will I be found out?

Will my team be a good team to manage, hardworking and results-focused, or a pain and slow to adjust to my way of doing things?

Will the company's culture be very different? (Or if you moved sector, will I learn quickly enough what I need to learn?)

What will my new boss and senior management be like, and how will I find my new colleagues?

### **EIGHT MONTHS MAXIMUM TO MAKE AN IMPACT**

The statistics say that unless you make an impact in the first 8 months of your job, it's very hard to turn around other people's negative perceptions of you.

The stakes are particularly high if you have your own team, since they will be watching your every move and assessing your effectiveness against their last leader. They will be listening to see if you ask the right questions and whether you assess the problems and opportunities the business faces correctly. They will be anxious about what you will want to change, and what that might mean for them.

Success in Your New Role is a coaching programme designed to prepare and guide you step-by-step through your first three months in your new job.

One of the biggest challenges when starting any new job is finding someone you can trust to go to bring some perspective to your situation, and support you through what can be a bumpy ride as you get to grips with your new role.

Specifically, Success in Your New Role can help you in some/all of the following areas:

- Understanding the company, its vision, goals & objectives and values, its jargon and culture
- Building successful and influential relationships with your new boss, your team, and other key partners and colleagues around the business
- Assessing the challenges and opportunities the business faces, and clarifying early priorities. Securing early wins to give you visibility and build trust early on
- Assessing your skills, knowledge, strengths and contacts against the requirements of the role and developing a personal development action plan to address these gaps quickly
- Getting control of your diary and planning the time to think

Most of this you won't want to discuss directly with your boss or your induction buddy for obvious reasons.

That's why hiring a trained professional to help you through these crucial three months makes so much sense.



## HOW SUCCESS IN YOUR NEW ROLE WORKS

We start with an **initial session** (90 minutes). Ideally this is done before the start date, so we can plan that first all-important meeting with your boss, and what you want to get from that first week.

**Two focus sessions per month** (30 minutes) for three months to help you quickly assess the culture, relationships and early wins to secure success and to address challenges as they unfold.

**90 Day Review session** to look at progress made by end of the third month, and identify an action plan to keep you the momentum and progress for the next 6-12 months.

**Fee for Standard Success in New Role Programme: £900**

Can also be done as weekly sessions, if preferred: Initial + 12 sessions + review: £1500

## HOW CAN I FIND OUT IF THIS IS FOR ME?

Success in Your New Role Coaching is most suitable for people who are taking on a larger role, managing people or moving sector.

The results you achieve will be determined by the level of focus and commitment you give to this programme. You will be more successful if you are open to being challenged, have the courage to step outside of your comfort zone and the discipline to follow through on actions arising from each call. You value learning and are committed to your own professional and personal excellence.

To find out more about how this programme works and whether it is suitable for you, we advise you to book a no-obligation 40 minute consultation by phone or Skype through our website (details below).

## Your Coach



**Ros Toynbee LL. B**  
**Director of Toynbee Associates**

Ros has over sixteen years' experience as an internal and external leadership coach. Her business backgrounds are in law, media and financial services. She is passionate about developing leadership and coaching capability so that leaders, teams and organisations function at their best. Ros is a Certified Coach for Stakeholder Centered Coaching and has also trained with the Centre for Right Relationship (CRR UK), CoachU and Newfield. She is accredited at Master Certified Coach level with the ICF and is regularly invited to speak at networking associations and in the press.



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