



## New Hire Coaching... the first 100 days

### Maximising your return on your recruitment investment

The hidden cost of recruiting into senior posts is the delay that occurs between your new hire starting with your organisation and your new hire delivering to their maximum potential. This is estimated to be an average of 2 – 3 months, which can cost your organisation tens of thousands of pounds.

In the early weeks and months the performance of your new hire will be impacted by the need to:

- Adapt to a new organisational culture
- Develop effective relationships with key stakeholders
- Identify appropriate strategies to breakthrough resistance to a change in leadership
- Develop role and organisation specific knowledge
- Deliver on day-to-day business objectives

New Hire Coaching is about accelerating the pace at which new hires deliver the performance you need.

Artis Consulting offer proven, professional expertise and support to help you get the very best from your new hire – quickly, effectively and with maximum impact.

We offer a range of tailored professional coaching services to help with:

**Building Stakeholder Relationships**

**Increasing the Pace of Learning**

**Managing Change**

**Managing Resistance**

**Implementing Strategy**

### How can coaching help your organisation?

Coaching will...

- Accelerate the pace at which the New Hire will deliver value, through:
  - *Increasing the pace of learning and integration into the new organisation*
- Minimise the risk of a performance downturn whilst new hire beds in, through:
  - *Maintaining focus on key business objectives*
  - *Providing creative space to analyse challenges and implement effective actions*
- Reducing the potential for new hire attrition, through:
  - *Maximising contribution to organisational objectives*
  - *Delivering early job engagement*



To find out more about how we can help with your specific coaching needs, or to ask us about any of our consultancy services, please contact us:

**Artis Consulting Ltd, St Brandon's House, 29 Great George St, Bristol BS1 5QT**

**Tel:** 0117 920 0167 **Fax:** 0117 920 0072 **Email:** enquiries@artisconsulting.co.uk