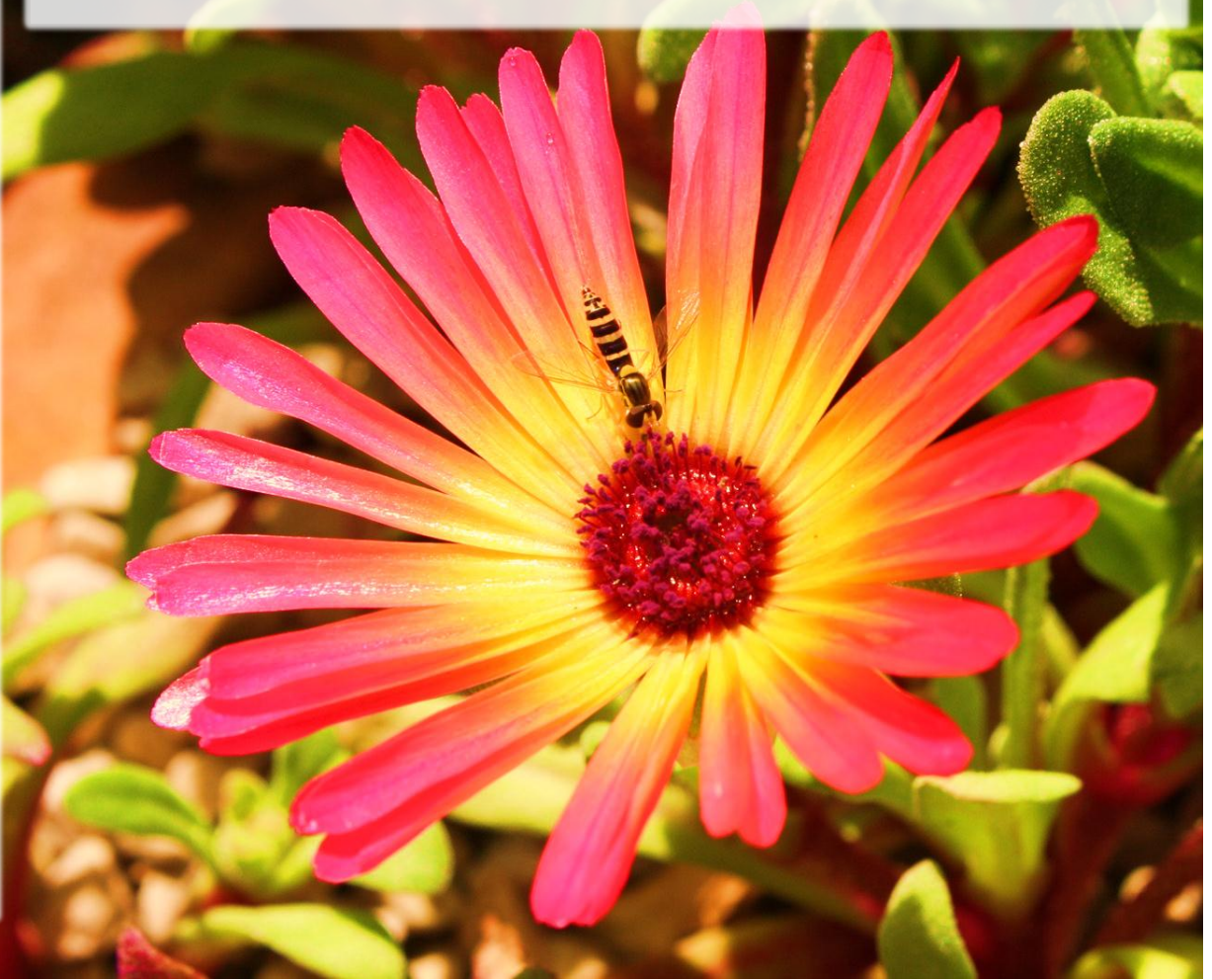


**Fast-tracked Assimilation**

Making the most of the first 100 days



**psd**  
partners

# Fast-tracked Assimilation for new Senior hires within the first 100 days....

The challenges facing a new senior executive in those first months can be overwhelming. There is a need to quickly understand the organisation's structures and culture. There is also the need to quickly define and set the priorities for the new role. It is imperative too for the new senior hire, to rapidly build credibility within their peer and wider stakeholder groups. Additionally, they need to get to know their team and manage their expectations. The quicker they get a handle on all these important areas, the sooner they can focus on the issues and challenges facing the organisation.

With an increasing volume of data and information to be absorbed, achieving early wins in that critical first 100 days can seem like a daunting task for a new executive. The extent of this task is magnified for a new 'C' level executive and / or a move into a different industry or sector, together with challenges imposed from competitors or the market environment. Since failure is not an option, organisations must develop strategies to fast-track senior new hires' assimilation into their new company, to realise their investment in hiring a new senior executive.

The PSD Partners Fast-track assimilation enables new senior hires meet this 'integration' challenge.





## Supporting clients and their new senior hires to face the challenges in a wide range of integration contexts

Clients engage us to support newly hired executives assimilate into the organisation, quickly to have the maximum impact within that first 100 day period. The context of our engagement can vary.

A new appointee:

- Coming into an organisation from a different culture/industry focus. Most new hires face varying degrees of this
- Coming into a company expanding into diverse / different markets
- Taking a senior position in an early stage company, where the founder has managed everything to this point
- Moving into a 'C' position for the first time, bringing significant diversity to the senior team
- Taking a role in a family business – being the first / or first senior external hire
- Being brought into lead a rapid turnaround or an integration following a merger

All of these situations have one thing in common – the need for the new senior hire to assimilate into their new role and organisation and make a positive impact in the shortest possible time.

PSD Partners, works with the organisation and the new hire for those first 100 days, help direct and drive this process.



# When do we engage with the new hire?

Well before day one of that first 100 days. Ideally, PSD Partners start working with the new senior executive from the time the appointment is confirmed and contracts have been signed. We work with the hiring executive – the ‘sponsor’. In the case of a smaller organisation, it can be a board member or perhaps Chairperson - as well as HR. We ensure, as far as possible, that the new executive has a clear picture of the business’ structures and culture. A critical part of the process is providing the company with feedback, from people in the new hire’s career background, as to the most appropriate methods of management for this new executive. We also look at any areas of support that may be perceived as needed. It provides the company and the new hire with a clear path for their Fast-Tracked Assimilation into their new organisation. We endeavour to avoid any obvious, and perhaps not so obvious, pitfalls.

Our team builds a tailored solution, unique to the specific challenges facing the new hire and the particular situation that the company itself may face. Our research and interviews with people from the new hire’s background (former managers, peer group, customers, etc.) helps us build a detailed profile of the new hire. It also helps highlight how this new hire’s strengths and challenges can be integrated with the company to have a thorough Fast-tracked Assimilation strategy. This is designed to support any planned integration that the company itself may have.

This meticulous process results in an individual plan to fast-track the new hire’s progression to optimum effectiveness in the company within that first 100 days period.



# Preparation - in the calm before the storm.....

As the first day approaches, PSD Partners' team work to build as comprehensive an understanding of the new appointee and how they will assimilate into their new company. We liaise with the role 'sponsor' (hiring executive/board-member) as well as HR, to set appropriate expectations and targets for both sides.

In this first 100 day period, we collect as well as filter, 360° candid feedback on the first impressions being made by the new hire with their team, peer group and the organisation in general. There are continuous face-to-face scheduled meetings with the new hire with interim feedback sessions to the company sponsors. This progress allows for possible re-calibration of the plan during implementation to ensure continuous alignment.

## Total collaboration - our client, their new hire and PSD Partners

PSD Partners' team has worked with senior executives across a wide range of organisations, at different stages of development - start up, early stage, SME, family-run to multinationals. We have supported people to assimilate, successfully into organisations. Through our non-judgemental process, our team provide impartial support and feedback. We enable the new hire to resolve issues and challenges, while developing relationships with a clearly defined direction. Our Fast-tracked Assimilation empowers your newest senior executive with complete control and clarity of their role and their goals. Together, we establish the most appropriate way to achieve these in consideration of the company's culture, structure and stage of development.







## About PSD Partners

PSD Partners works with companies across the globe. We help our clients to build their human capital. We find the best talent for their most important executive roles, helping them to build world class teams, and help them fund sustainable growth. We source the best, not only those seeking a role on the market at a particular time.

Our Executive Search assignments typically focus on Executive Officer, Vice President and Board level roles. Our engagements come from either international corporations expanding in Europe, company founders or investors in early or growth stage businesses.

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