

# New Leader Onboarding and Assimilation for a New Spin-Off

## CASE STUDY

## SECURITY TECHNOLOGIES FIRM

### SNAPSHOT:



#### THE ORGANIZATION

- Security Technologies Firm
- Revenue \$2 billion
- 8,000+ employees



#### LENGTH OF PROJECT

- Ongoing



#### OUR EXPERTISE

- Onboarding
- Assimilation
- Change Management



#### OUR TEAM

- Executive Coaching

**BPI group** 

The Global Leadership,  
Talent & Transition Experts



### THE CONTEXT:

A new CEO was appointed to lead a \$2 billion spin-off of a 100-year-old organization. Although this new CEO was extremely qualified for the job (having previously held three CEO positions), the CHRO approached BPI group to facilitate a new leader assimilation program immediately. Despite the CEO's experience level, the organization felt it was vital to assimilate the new leader by uncovering both the personal and professional concerns of the team and removing anxieties to ensure a smooth transition.

### OUR APPROACH:

When a new leader is tasked with leading a new team, understanding the team's issues and concerns is one of the biggest challenges. BPI group sped up the learning process for the leader and team by implementing the below process:

- The facilitator met with the CEO to prepare an appropriate communication to share with the team and generate engagement. The leader selected key questions to determine the outputs of the team sessions
- BPI group then facilitated two team sessions. The first, introduced but not fully attended by the leader, was an opportunity for the team to provide responses to the leader's questions in an open and confidential environment
- To ensure understanding of the team's output, the facilitator analyzed the team's comments and fed these back to the leader in a one-to-one session
- The leader then joined the team for the second session to discuss the outputs. This was guided by the facilitator, who encouraged expectations and issues to be shared in an open, frank, and constructive way

### RESULTS:

- The team was able to learn the leader's management style and ambitions for the future.
- We quickly identified the issues that needed to be addressed, and encouraged an open dialogue. This allowed the relationship building process to begin by initiating an interchange between the team and the new leader.

**Connect with us today. We're here to listen.**

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