

Case Study: *Leadership Onboarding Coaching*



Executive Summary

Coach is a highly successful fashion leather goods company and very desirable work place in the fashion retail and manufacturing industry. As the organization has grown and expanded into different countries, distribution channels and product lines it has carefully recruited and promoted leaders.

Business Challenge

Coach was finding that some of its new leaders were struggling to grasp how to be a successful part of the leadership team. Although their technical skills and background were superior, there was a lack of understanding of how critical it is to build relationships and gain input before trying to make decisions and implement changes.

How Connect the Dots Helped

Connect the Dots partnered with the hiring manager and human resources to understand why a new VP was both "hitting and missing" the mark during her transition. Connect the Dots surfaced the key differences between how the new leader had been successful in previous roles (behaviorally) and how she was being asked to run her business within Coach. Connect the Dots developed a customized transition plan for the new leader and provided coaching during her first three months.

Value Delivered

Through feedback and direction the new leader understood the behaviors that she needed to exhibit to be successful within the Coach culture. The new leader was successful and promoted into a new role after six months.