

Executive Onboarding

We've reduced failure rates for new leaders from 40% to less than 5% for our clients.



About to start a new role?
Better have a plan to deliver big in your first 6 months.

Since 2003, around the world, across industries, PrimeGenesis Executive Onboarding has made the difference between new leader success and failure.

Our executive onboarding process and expert, hands-on support helps leaders get done in 100 days what normally takes 6-12 months. Converge into the culture, pivot to strategy and evolve a high-performing team to achieve better results faster.

Our Executive Onboarding 100-Day Process

Two PrimeGenesis partners – former CEOs, presidents, managing directors and organizational development practitioners with deep experience leading change and helping leaders do the same – support you for 100 days, adapting our process and providing 24x7 behind-the-scenes coaching to ensure immediate and long term success.

Get a head start before day one

Prepare with a 100-Day Action Plan

Before Day One

- Common onboarding landmines
- Determine optimum leadership approach
- Goals and priorities
- Stakeholder planning
- Leadership message
- 100-day calendar

Leverage the “Fuzzy Front End”

Before Day One

- Refine 100-day plan with stakeholder feedback
- Test and evolve leadership message
- Implement learning and relationship plans

Manage the message

Take Control of Day One and Early Days

Day One / Early Days

- New leader assimilation
- Detailed agendas

Activate Culture-Shaping Communication

Day One / Early Days

- Messaging, audiences, touch points
- Systematically ask, listen, learn and evolve

Set direction, build the team

Team Imperative - Day 30

- Co-create mission, vision, strategies, goals, plans, cadence

Milestone Management - Day 45

- Embed process to foster accountability and results

Early Wins - Day 60

- Over-invest to build confidence and momentum

Organizational Role Sort - Day 60-70

- Adjust to put right players in the right roles

Sustain momentum, deliver results

Assess Your Progress - Day 90-100

- Self and stakeholder feedback on progress

Accelerate Your Transition - Day 100+

- Adjust leadership, practices and culture