

ARRIVING: FOR SUCCESSFUL ONBOARDING AND INTEGRATION

Arriving is a coaching solution designed to support the appointee to prepare and move into a new role, to take on additional responsibilities, make an impact, deliver results and find career success.

Through a programme of six 60 minutes coaching sessions, **Arriving** seeks to deliver measurable results for the organisation in:



- Role effectiveness
- Employee satisfaction
- Employee engagement
- Leadership capability

And for the coachee

- Increased engagement
- Improved self-awareness, self-confidence, self-efficacy and wellbeing

ONE TO ONE COACHING

PREPARING

- Self-care programme
- Establishing the support network
- Releasing current role and responsibilities
- Understanding transition challenges
- The vision for the new role
- Skills, strengths, and **Career Values**
- Identifying and preparing to meet the new role stakeholders
- Scenario planning for foreseeable challenges
- Learning goals

ARRIVING

- Self-care programme
- Meeting the team and stakeholders
- Creating initial impact
- Strengths and **Career Values** alignment
- Defining the role goals, results, deliverables, desired outcomes
- Creating the 100-day plan
- Finding quick wins
- Seeing the wider picture – organisation, market, competitors
- Asking for feedback
- Goal setting

EMBEDDING

- Self-care programme
- What's gone well review
- The big surprises and highlights
- Team review
- Support network review
- Impact review and further uplift
- Managing feedback
- Goals review
- Issues and barriers to success
- Building resilience
- Alignment to business goals and strategy
- Review of the 100-day plan
- Goals and priorities
- Direction setting

ARRIVING: FOR SUCCESSFUL ONBOARDING AND INTEGRATION

MEET THE COACH

Jan Kirkpatrick, Managing Consultant and Career Coach, Adv Dip Cognitive Behavioural Coaching, Member of the Association of Coaching

"I provide coachees with a non-judgemental, confidential sounding board to develop and review goals, generate ideas, and solve problems. Coaching is future-focused and person-centric for tangible results. Using the underlying concepts of positive psychology, as well as the frameworks and methodologies of cognitive behavioural coaching, I can also assess emotional intelligence skills and preferred working styles to provide coachees with enhanced self-knowledge and self-management."



ABOUT MY APPROACH

CAREER VALUES

A contemporary interpretation of Edgar Schein's Career Anchors, Kirkpatrick Consulting has created **Career Values** – a framework of human values most often associated with aspects of career. Through a 30-minute self-assessment and appraisal, coachees can identify and confirm their career values. This process identifies the concepts, practices, environment, and goals that are of the most importance towards finding purpose and fulfilment in their careers.

EMOTIONAL INTELLIGENCE

One of the top ten skills for the 21st century, emotional intelligence underpins mental health, performance, and leadership. In many roles, emotional intelligence (EQ) is seen as a greater predictor of success than IQ. Using the RocheMartin frameworks and coaching tools, as an accredited EQ coach, Jan Kirkpatrick assesses and coaches skills across ten EQ competencies: self-knowing, self-confidence, self-reliance, straightforwardness, self-actualisation, relationship management, empathy, adaptability, self-control and optimism.

WORKING STYLE PREFERENCES

Jan Kirkpatrick is an accredited practitioner of PROPHET predictive role profiling. Using an online 30-minute self-assessment, the coach gains useful insights into a coachee's preferred decision-making styles and motivations. This assessment helps to elucidate how coachees are most likely to perform in a role and organisation, and where coaching can be most helpful. For the coachee, the assessment builds self-knowledge and self-efficacy. This can be particularly useful when recruiting and onboarding.