



EMBEDMENT



“The process of embedding an appointee into their new role, team and organisation”

A solutions-focused coaching programme supporting newly appointed executives and business leaders, who seek to actively assimilate into their role and organisation, delivering business results, optimum performance and job satisfaction. Kirkpatrick Consulting’s **Embedment** utilises the developmental coaching INSIGHT framework (Palmer and Panchal, 2011) to facilitate a positive experience of role transition and to enable effective self-management.

I Increase self-knowledge

Feedback and psychometric assessment are used to surface core values, strengths and working style preferences to enable and empower the coachee to work at their most effective in their new role.

N Normalise transition

Understand, support and acknowledge feelings associated with the transition, alignment of values with the organisation/team culture & values.

S Support positive coping

Build effective coping strategies to deal with the challenges of transition: identifying the support team, deal with self-limiting beliefs, performance inhibiting thoughts, clear roadblocks, build a health and wellbeing strategy.

I Integrate past, present and future

Promoting positive evaluations of the past, present and future including past achievements and disappointments, taking stock of the present and visioning the future, with best possible self and career path defined.

G Give time and space

Providing the coachee with time and space for self-reflection and working through the process of embedment.

H Highlight broader context

Looking at the broader influences and expectations impacting transition into the new role. Surface the coachee’s own expectations, work-life impact, cultural and career expectations.

T Tailor solutions

Enable the coachee to follow their direction and achieve their goals through solution focused questioning, creating action plans, goal setting and celebration of strengths and successes.

Through an initial evaluation and feedback session followed by three, one to one coaching sessions, scheduled over six months, Embedment combines human to human and technology interface, using coaching platform *Quenza* to deliver and track results.

Embedment promotes employee engagement, cultural alignment, role effectiveness, communication, job satisfaction, health and wellbeing