

# Top Ten Reasons Executives Fail in New Positions



- the need to be seen as competent and make an immediate impact
- taking action without understanding the organization
- acting without clarity on the intended outcome
- already having “the answer”
- relying on *past* experience, competencies and relationships to drive success in the new position
- failure to focus on and build relationships with key people
- failure to understand and support others priorities
- inadequate partnership with the new Manager
- failure to make necessary people changes early
- lack of focus on a few truly important priorities

With all that you’ve invested in selecting and perhaps relocating just the right person, it only makes sense that you would do what you could to ensure their success. Turning Point Consulting can help your executives in new positions be successful. The ***Executive Effectiveness Accelerator™ process provides a confidential coach and creates a plan to ensure the elements key to short- and long-term success are priorities early in the executive’s tenure.***

We have coached numerous executives through effective transitions. Failure in the executive suite can be devastating and it can take years to recover from a mistake at this level. Experienced coaching can help your executives realize the potential you envisioned when you selected them.

***You don’t get a second chance to make a first impression!***

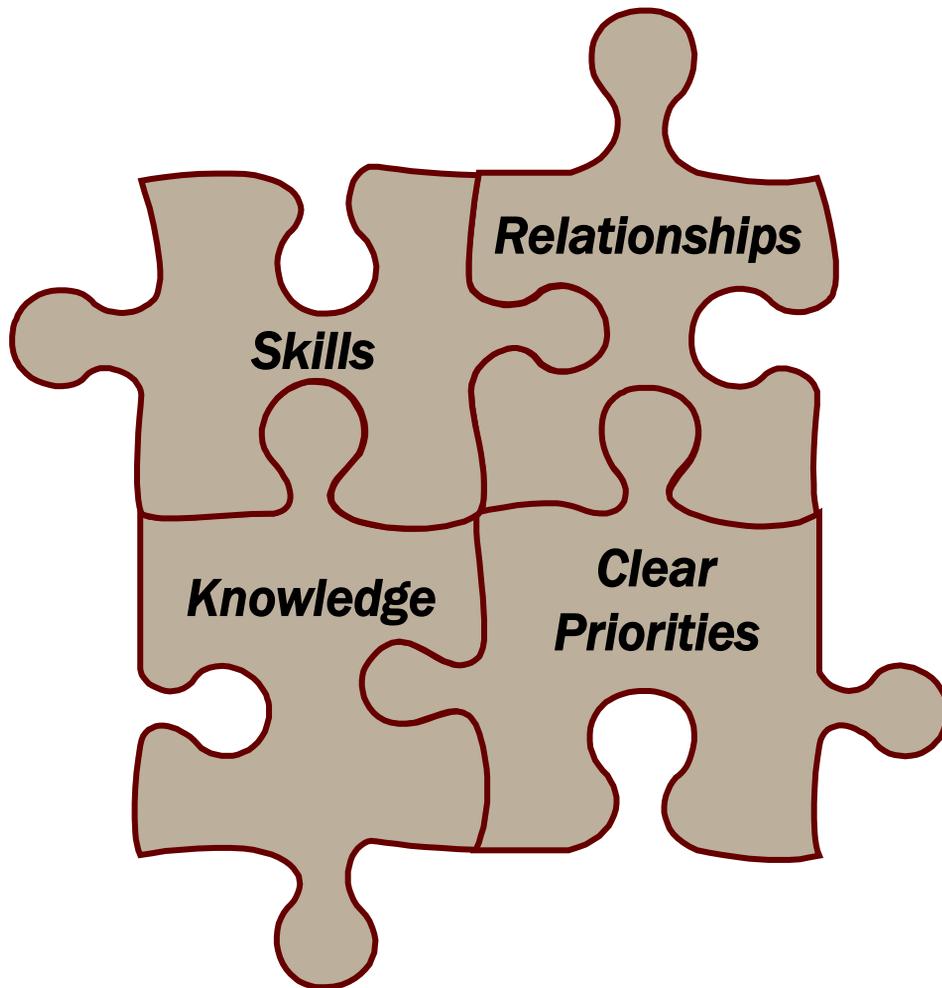
At the CEO level, the results of the Booz Allen Hamilton sixth annual study of chief executive turnover reports that “annual turnover of CEOs across the globe increased 59 percent in 2006 from 1995. In those same years, performance related turnover – cases in which CEOs were fired or pushed out – increased 318 percent.”  
Source: strategy+business, *The Era of the Inclusive Leader*, Issue 47, Summer, 2007

*To increase the likelihood of success of your new executives,  
call today for a free consultation.*

# **Executive Effectiveness Accelerator™**



***...building the foundation for long-term success***



## ***Listen – Learn - Lead***