

ACCELERATE™ is a program to effectively integrate new leaders into their teams to ensure early impact.

At FlashPoint, we specialize in helping teams achieve their potential and Accelerate™ is our program to increase the impact of both the new leader and his or her team to ensure cohesiveness, quick assimilation, and early results.

We know that no two leadership assimilations are alike. Team members are often testing the waters, understanding expectations, working to advance agendas, determining priorities, and gathering information as they acclimate to the new leadership vision and style.

Our Accelerate™ coaches personalize the process to meet the unique situation facing each new leader and team. Our goal is to maximize the opportunity for the team to hit new heights of effectiveness and accelerate its impact.

Focused on accelerating the onboarding process of new leaders and building team cohesion, Accelerate™ is designed for when:

- a leader has been hired into the organization and joins an existing team
- a leader has been promoted into or is taking over an existing team
- a leader is stepping in to lead a newly formed team

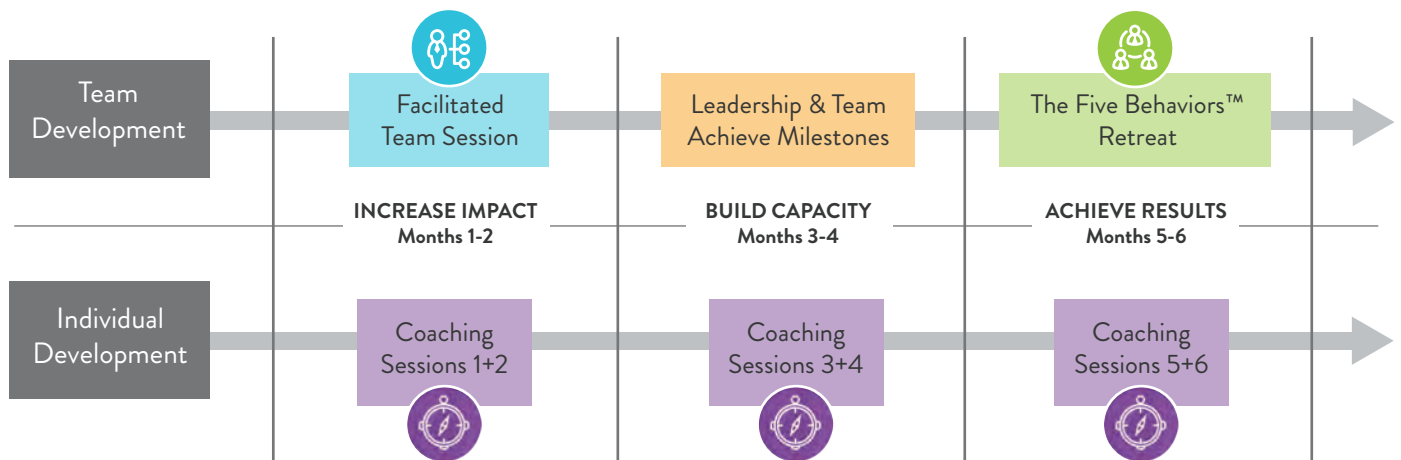
HOW WILL ACCELERATE™ BENEFIT YOUR ORGANIZATION?

- New leaders gain speed to ground and more quickly begin making an impact
- Teams function at a higher level, with less distraction and stress
- Teams avoid potential problems and conflicts due to lack of understanding of the leader's expectations, style, and priorities
- Team members will create a contract about how the team will succeed and help create a culture of accountability
- New leaders and teams stay on track and keep momentum with the structured yet personalized facilitated process

PROGRAM STRUCTURE

Accelerate™ New Leader and Team Assimilation is a facilitated process designed to onboard leaders using both individual and team development activities during the critical early months. Accelerate™ follows a dual track of leader and team development, utilizing best-in-class pre-work, individual and team assessments, leader coaching, and facilitated team sessions to ensure new leaders and teams are set up for success and achieve positive results throughout the process. Most engagements begin with a half or full day assimilation session with the leader and team, continue with ongoing leader coaching, and conclude with a leader and team retreat.

FLASHPOINT'S ACCELERATE™ PROCESS



PROGRAM PROCESS



Facilitated Team Session

The facilitated team session is designed to help new leaders and their teams accelerate the process of getting to know each other, understanding work habits, aligning goals, identifying early wins, and moving rapidly toward high-performance. During the session, the team will get to know the new leader and his or her priorities, create agreements for how the team will work together, and set a game plan for the first 90 days. Through the use of Everything DiSC®, a behavioral-style assessment, team members also learn about each others' styles and how to best interact in order to build stronger relationships and achieve greater results.



Coaching

Especially as a new leader assimilates, having the opportunity for personal attention can provide early insights and ensure the leader is supported as he or she navigates the many challenges of assuming a new role. Over the duration of the program, the leader's coach provides a safe environment to express concerns and identify skill and knowledge gaps while also providing tools and resources to support the new leader's success. FlashPoint will help plan a recommended number of sessions over the program months.



The Five Behaviors™

This session is a capstone to the prior facilitated team session, and ongoing leader coaching. This facilitated team retreat helps establish a baseline for how the team is currently performing in the five proven behaviors of cohesive teams—trusting one another, engaging in conflict around ideas, committing to decisions, holding one another accountable, and focusing on achieving collective results. At about the 5 month mark, this session ensures the leader and the team walk away with clear areas of team focus and an action plan for moving forward.

Why choose ACCELERATE™?

- FlashPoint's facilitated process supports and enhances your new leader onboarding activities and helps ensure both leaders and teams are set up for success.
- New leaders receive the personalized support they need during the critical early months in a new role so you can focus on onboarding and immersion.
- Team members build a more productive relationship earlier with the new leader, understand the vision for the team, and know what's expected of them.
- FlashPoint's facilitators and coaches personalize the process for each unique situation and ensure the process stays on track.

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Authorized Partner



Authorized Partner



FOR MORE INFORMATION AND PRICING, CONTACT:

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