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They were right,
so every leader
should mount a
transition in

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two equally important stages: first take stock and then take action by asking questions about five basic dimensions of leadership—the strategy and operation of the business or function, the

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Transitions How
culture, the
team, the leader
herself or
himself, and
other
stakeholders
that need to be
managed (Exhibit
2).

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transitioning to
new leadership*

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Those seven
years confirmed
for me several
important
principles of
successful
leadership
transition.

First and
foremost is that
being thrust
into a
leadership role

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doesn't
automatically
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transitions rank
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unique and
difficult
changes to

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Internal moves,
retirements,
promotions –
whatever the
leadership
transition, it
affects all
employees
familiar with
and confident in
their leader. In
fact, leadership
transitions also

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Transitions affect employees that might not know the leader personally, but understand that a change in leadership will shake things up.

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Leaders must adjust their organizational thinking and way of doing business when the enterprise shifts direction. Yet, many leaders have difficulty making this transition. Leaders who

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Transition: How
successfully
embrace this
type of change
become the
enablers, or the
people who help
promote, accept,
and make the
change happen.

*NAVIGATING
THROUGH
LEADERSHIP
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you take the
step up to
enterprise
leadership. TBL
helps you make
this move
quickly and
successfully

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through a unique
combination of
personal
leadership
development with
coaching,
strategy,
execution and
managing
organizational
change.

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Should Be Made

At The Height Of

Success Too many

times, we see

leaders resign

when the company

is at its worst

and leadership

is in turmoil.

Being able to

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pass the torch
to someone
you...

Leaders Take
Council Post: 11
Lessons About
Leadership
Transition We

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Enterprise
leaders must be
able to (1) make
decisions that
are good for the

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business as a whole and (2) evaluate the talent on their teams. To do both they need to recognize that business functions...

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winkelervaring
te verbeteren,
onze services
aan te bieden,
te begrijpen hoe
klanten onze
services
gebruiken zodat
we verbeteringen
kunnen
aanbrengen, en
om advertenties
weer te geven.

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applicable to
executive
transitions.

Leadership
transitions are
more frequent,
yet new leaders
get little help
The pace and

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magnitude of
change are
constantly
rising in the
business world,
so it is no
surprise that
senior-executive
transitions are
increasingly
common: CEO
turnover rates
have shot up
from 11.6

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To succeed in
organizational
transformation,
business leaders
should match
their change
strategy to one

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of the five How
business
situations they
inherit (or a
mix): Start-up,
or assembling
capabilities to
get new business
initiative off
the ground.
Turnaround, or
saving a
business or
initiative that

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is deeply in
trouble.

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and develop a
plan to expand
your comfort
zone. Strengthen
your coalition-
building and
influencing
skills, and
learn how to use

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constructively.

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individual's and
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perspective, and
creating a
pathway to
management
success. Key

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In a working
life of 35
years, a manager
can expect to
make at least 10
job changes
where the
demands for
rapid business
delivery and
effective
leadership will

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only increase How
with each new Business
job. According Leaders Take
to recent Change In New
research, Roles
upwards of 25
per cent of new
leaders
appointed from
within fail
within 18
months, and that
figure is closer
to 40 per cent

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appointed from
outside the ...
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A leadership
transition is a
critical change
for the
organization,
the new team,

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