

# Going beyond the start date...

Adastrum Consulting launches new 90-day accelerator to help quickly drive value from senior hires.

**In the world of Formula 1, every second counts.**

**Everything contributes to whether a driver will win or lose. The engineers, drivers and head office team, are never satisfied with yesterday's best, they are always looking for new ways to improve.**

**Adastrum Consulting has that same focus when it comes to senior appointments, everything counts!**

Having commissioned Kingston University Business School to research the dynamics of successful leaders and then using this insight with its clients to add more science to developing their new senior talent, Adastrum Consulting is now bringing to market the "90-day accelerator", to realise the critical value of new hires earlier. This new offering will be included as part of Adastrum Consulting's overall, integrated package, to give more value and added benefit to clients.

## Quick integration

When it comes to today's fast paced and disrupted markets, you need to go beyond the start date, just taking the traditional approach of finding and appointing good candidates is no longer enough. The 90-day accelerator has one purpose, to quickly integrate your new senior hire into the organisation, allowing them to rapidly deliver the value identified in the recruitment process.

An external coach is used to offer **independence** and **confidentiality**, two critical factors. Whilst internal support is always valued, there will be limitations to any conversation in those critical days, whilst openness and trust is being established.

## Alignment with the business

Alignment with the business is also a priority, so the process has been designed to engage with relevant stakeholders, thereby allowing the insights of the business to be channelled into the process, enriching the conversation.

## The benefits

Using the words of clients, the 90-day accelerator provides a number of key benefits and interventions:

- It creates the space to deeply reflect, not always easy when you are mentally and often physically run from one session to another.
- It enables deeper objectivity, as well as structuring the thoughts, and plans into a compelling vision that can be cascaded clearly, gaining support and alignment across the business.

Being a senior leader is sometimes a lonely place, being the new person compounds this especially in the first 90 days. Having someone in your corner whose sole purpose is to support you to be your best, drives value and returns for all.

**To find out more about how this new approach can help your business, contact [chris.underwood@adastrumconsulting.com](mailto:chris.underwood@adastrumconsulting.com).**