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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 corporate culture, the team, the leader herself or himself, and other stakeholders

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that need to be managed (Exhibit 2).

*Successfully
transitioning to new
leadership roles |
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Those seven years confirmed for me several important principles of successful leadership transition. First and foremost is that being

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Transitions How
thrust into a
leadership role
Business
doesn't automatically
Leaders Take
make you a...

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*The Four Phases Of
A Successful*

Leadership Transition

Leadership transitions
rank among the most
unique and difficult
changes to

implement. Internal
moves, retirements,

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promotions —
whatever the
leadership transition,
it affects all
employees familiar
with and confident in
their leader. In fact,
leadership transitions
also affect employees
that might not know
the leader personally,
but understand that a
change in leadership
will shake things up.

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Transitions How
*How to Have
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Leadership
Transitions -*
Business Take
Change In New
Roles

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

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

*NAVIGATING
THROUGH
LEADERSHIP
TRANSITIONS:
MAKING IT PAST ...*

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Transition to Business
Leadership is
designed to help you
take the step up to
enterprise leadership.
TBL helps you make
this move quickly and
successfully through a
unique combination of
personal leadership
development with
coaching, strategy,
execution and
managing

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change.

Business

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leadership ...*

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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

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able to pass the torch
to someone you...

*Council Post: 11
Lessons About New
Leadership Transition
We ...*

Enterprise leaders
must be able to (1)
make decisions that
are good for the
business as a whole
and (2) evaluate the
talent on their teams.

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To do both they need
to recognize that
business functions...

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How Managers New

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verbeteringen kunnen
aanbrengen, en om
advertenties weer te

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Transitions How

Business

Leadership

Transitions: How

Business Leaders

Take Charge ...

applicable to

executive transitions.

Leadership transitions

are more frequent, yet

new leaders get little

help The pace and

magnitude of change

are constantly rising

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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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transitioning to new
leadership roles*
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transformation,
business leaders
Leaders Take
should match their
Change in New
change strategy to
Roles
one of the five
business situations
they inherit (or a mix):
Start-up, or
assembling
capabilities to get new
business initiative off
the ground.

Turnaround, or saving

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a business or initiative
that is deeply in
trouble.

Leaders Take

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IMD business school*

The Leadership
Transition is an
extraordinary,
unconventional
opportunity to invest
in your professional
success as a leader.

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Reflect on your individual leadership style and develop a plan to expand your comfort zone. Strengthen your coalition-building and influencing skills, and learn how to use power constructively.

*The Leadership
Transition Overview |
INSEAD*

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*Business Leaders
Take Charge ...*

Leadership

Transitions offers a unique and practical series of tools and advice for coping with leadership change, both from the individual's and organisation's perspective, and creating a pathway to management

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Roles

success. Key features at a glance. Gives a unique perspective on the leadership role and how individuals and organizations can benefit from management change.

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In a working life of 35 years, a manager can

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expect to make at least 10 job changes where the demands for rapid business delivery and effective leadership will only increase with each new job. According to recent research, upwards of 25 per cent of new leaders appointed from within fail within 18 months, and that figure is

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closer to 40 per cent
for new leaders
appointed from
outside the ...

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A leadership transition is a critical change for the organization, the new team, key stakeholders and

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especially the new
leader.
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