

## THE BENEFITS OF THE TRANSITION LEADERSHIP PROCESS

Applied Research Corporation's **transition coaching** team helps new leaders accelerate their transitions and prevents mistakes that may damage careers and businesses by providing an integrated and systematic approach to leadership transitions.

Our **on-boarding consultation** experts work with companies to design, institutionalize and evaluate the economic impact of a leadership transition process that prepares leaders to take on significant business responsibility. They help to collect data, design processes, build support and conduct an impact study which will demonstrate significant return on investment.

We also offer **customized in-company and public seminars** designed to help newly appointed leaders plan and execute a successful transition. Based on our extensive experience and proven practical research, we work with organizations to design and deliver a customized seminar to meet their focused needs.

## ONE DAY WORKSHOP ACCELERATING LEADERSHIP TRANSITIONS: THE FIRST 120 DAYS™

*Monday, November 1, 2004*

The Marriott Hotel  
Bridgewater, New Jersey

APPLIED RESEARCH  
CORPORATION

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**Special  
Invitation  
Enclosed!**

APPLIED RESEARCH  
CORPORATION

## ACCELERATING LEADERSHIP TRANSITIONS: THE FIRST 120 DAYS™

The First 120 Days™ is a proven roadmap new leaders can use to accelerate their transition and get results. Managing the transition is the key to success, and these leaders must have guidance on how to take charge in their new role.

Each year about 25% of all managers in an organization transition into a new position, and new leaders average 6 months to make a net contribution to their organization.

Dr. Bossert will present The First 120 Days™ Transition Leadership Framework, a proven process used to accelerate leadership transitions in this highly engaging workshop.

### Workshop Focus:

- Help newly appointed leaders accelerate a successful transition
- Provide strategies and tools to insure success in a new assignment
- Prevent mistakes that can damage careers and business

### Benefits of Attending

#### *During the session, you will learn:*

- How to evaluate your readiness to make a leadership transition
- The critical actions required to accelerate and make a successful leadership transition
- Approaches to help strengthen your vulnerabilities and avoid common pitfalls
- To develop an actionable transition plan with metrics
- And receive the summary of a study evaluating the impact of transition support services with a Fortune 50 client which demonstrated a total ROI of 1400% or \$88 million US.

## PRESENTED BY... RONALD BOSSERT, D.ED., SENIOR VICE PRESIDENT, TRANSITION LEADERSHIP SERVICES

Ron Bossert heads Applied Research's transition leadership division. Considered to be a pioneer in and one of the most prominent experts in this field, Ron is a much sought after presenter on leadership effectiveness topics.



Prior to joining the Company in early 2004, he was the Director, Management Education and Development at Johnson & Johnson, World Headquarters, New Brunswick, New Jersey with responsibility for executive development and coaching programs with the top .5% of the organization worldwide.

## APPLIED RESEARCH CORPORATION

### APPLIED RESEARCH IS A ONE OF A KIND CONSULTING FIRM THAT DELIVERS...

**COMPREHENSIVE ASSESSMENT:** helps hiring managers minimize the chances of making costly hiring mistakes. It enables companies to design programs that support an individual's growth potential and the results from assessment playing a critical role in the organization's succession planning process.

**COACHING:** our coaching programs have been designed for two critical situations: transition leadership and personal development as a leader. In both cases, our consultative, educational processes help managers navigate obstacles and make changes quickly to reduce the risk of executive failure.

**TRANSITION LEADERSHIP:** applies cutting edge practical research and experience in designing and delivering leadership transition services. We are the first consulting company to provide a focused and systematic model that delivers proven return on investment to organizations. Our leadership transition services include transition coaching, consultation and seminars.

**PERFORMANCE MANAGEMENT:** helps build the foundational formulas for success by challenging employees and leadership. That means a strong focus on acquiring, retaining, and developing talent for today and the future.

Applied Research Corporation  
invites you to a  
One Day Leadership Transitions  
Workshop

***Accelerating Leadership  
Transitions:  
The First 120 Days™***

Presented by  
Dr. Ronald Bossert,  
Senior Vice President,  
Transition Leadership Services

**Continental Breakfast: 8:00 am**

**Workshop: 8:30-5:00 pm**

**Monday, November 1, 2004**  
The Marriott Hotel, Bridgewater, NJ  
Cost: \$350

**RSVP—Darlene**  
By **phone**...732-549-8891  
By **e-mail**...[info@arclead.com](mailto:info@arclead.com)  
Or by **mail**...with the enclosed  
response card

**Limited  
Space**

Applied Research Corporation invites you to a  
One Day Leadership Transitions Workshop

***"Accelerating Leadership Transitions:  
The First 120 Days™"***

Presented by Dr. Ronald Bossert,  
Senior Vice President, Transition Leadership Services

**Monday, November 1, 2004**  
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**RSVP**

Name \_\_\_\_\_ E-mail \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Phone \_\_\_\_\_

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