

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™

Thursday, November 18, 2004

The Junior League of St. Louis

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

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 CORPORTION

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

Thursday, November 18, 2004
The Junior League of St. Louis
Cost: \$350

RSVP

By phone...636-898-0161
By e-mail...info@arclead.com
Or by mail...with the enclosed
response card

**Limited
Space**

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

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Senior Vice President, Transition Leadership Services

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