



All change in the First 100 Days

Coaching Objective

To focus on First 100 days in a new role having left an organization of 20 years service.

Coaching Process

Jane and her coach were facing a major career crossroads. Jane had spent 20 years in her previous organization and had become Commercial Director. She had decided that the opportunities for further growth were very limited “it was time for a change”. She successfully found a new role and was keen to make a success of it. She had the opportunity to work with a coach during her first three months in the role.

The process started well, with clear objective setting, action, key relationships, stakeholder mapping and quick wins identified. However, within three months of her joining the organization, her recruiting Chief Executive left the organization, and a new CEO was appointed.

This became a major challenge for Jane, as she had built a strong relationship with the recruiting Chief Executive and found that the differences in style between the two were immense. Faced with a major crossroads of staying with the organization and giving it more time, or deciding to move on, Jane and her coach worked through the best plan. The end result was that Jane decided to leave the organization and embark on a new opportunity.

Coaching Outcomes

Jane left the organization in a Number 2 role, with no role to go to, but with sufficient confidence, having made the break after 20 years in one organization, that she was able to make this transition. Within six months she was appointed to a COO position within another major organization, where she flourished and remained for the next two and a half years.

