

IMPACT

- Accelerates the leaders' transition into a 100% effective leader
- Increases the learning outcome from Leadership Transition Programmes[®]

OVERVIEW

Sirrah specialises in supporting organisations and individuals in Leadership Transition Coaching[®]. When a person enters a new leadership level in an organisation they will have to adjust the way they spend time, what they value doing, and they will have to develop new skills. This transition is a significant challenge for most leaders.

Sirrah's principle for coaching involves building on strengths while containing any weaknesses. Accordingly, a coach from Sirrah will not only support the leader in overcoming their particular challenges in transitioning into their roles. The coach will also ensure that the coachee does not improve on one weak area at the cost of all the strengths.

When you engage a coach from Sirrah to support a leadership transition, you get more than just traditional coaching sessions. The process includes two Multi-source Development Surveys specifically designed to capture the relevant leadership level. Also, the coachee gets structured assignments before and after each coaching session dedicated to address particular challenges.



ACCELERATES THE LEADERS' TRANSITION INTO A 100% EFFECTIVE LEADER

Leadership Transition Coaching® is a targeted coaching approach where we focus specifically on supporting leaders in aligning work values, time applications, skills and complete mind-sets around the requirements of the leadership level in question.

Sirrah's Leadership Transition Coaching® approach offers an opportunity for leaders to go through individualised leadership transition processes where each coaching session is structured around the leader's personal transition challenges

Click the relevant link below to find a number of examples that can help you recognise whether a leader struggles with the transition into their leadership role

- [Leader of others](#)
- [Leader of leaders](#)
- [Functional leader](#)
- [Business leader](#)

How do you recognise if a leader of others needs coaching to support a successful transition to the leading others level?

- Micromanages direct reports instead of delegating responsibility and authority
- Competes with own direct reports about knowing best
- Avoids tough conversations with direct reports on lack of performance
- Takes direct ownership of direct report's work rather than coaching direct reports on doing it themselves
- Feels disturbed by questions from direct report's instead of viewing these questions as a possibility to coach and develop them.



How do you recognise if a leader of leaders needs coaching to support the transition into an effective leader of leaders?

- Values completing tasks higher than the leadership role
- Considers leadership as something “on top” of the job rather than the actual job
- Fails to develop their direct reports into effective leaders
- Holds direct reports responsible only for technical proficiency rather than also for their leadership capabilities
- Follows up directly on individual contributors instead of following up through the leader of others

How do you recognise if a functional leader needs coaching to support the transition into an effective functional leader?

- Focuses only on own function instead of being truly interested in peer functions
- Prefers spending time with people from own function rather than with their peer functional leaders and the business leader
- Fails to contribute actively to the business strategy in general
- Considers only well known areas of the function important
- Takes care of today (short term results) without preparing for tomorrow (long term results)



How do you recognise if a business leader needs coaching to support the transition into an effective business leader?

- Faces difficulties in selecting highly capable direct reports and make them function as a team
- Prefers spending time with people from their own functional background rather than with people from other functions
- Does not spend much time on internal and external communication
- Takes care of today (short term results) without preparing for tomorrow (long term results)
- Does not spend time on own development (participate in networks, boards, etc.)

INCREASES THE LEARNING OUTCOME FROM LEADERSHIP TRANSITION PROGRAMMES™

In order to increase the learning outcome even further from the Leadership Transition Programmes® you can combine the programmes with individualised Leadership Transition Coaching® sessions. Below we have illustrated a potential combination of Sirrah's Leadership Transition Programmes®, Multi-source Development Survey and Leadership Transition Coaching®.

