

*“Robert Hargrove is one of the world’s most trusted leadership advisors.”*

*-John Young, former Under Secretary of Defense*

# The Masterful Coaching Experience

## Your First 100 Days in a New Executive Job

***Take charge, build your team, and get immediate results***

- ▶ Get clear on your going-in mandate
- ▶ Create a strategy to match the business situation
- ▶ Build a First 100 Day Action Plan
- ▶ Secure early wins that build credibility & momentum

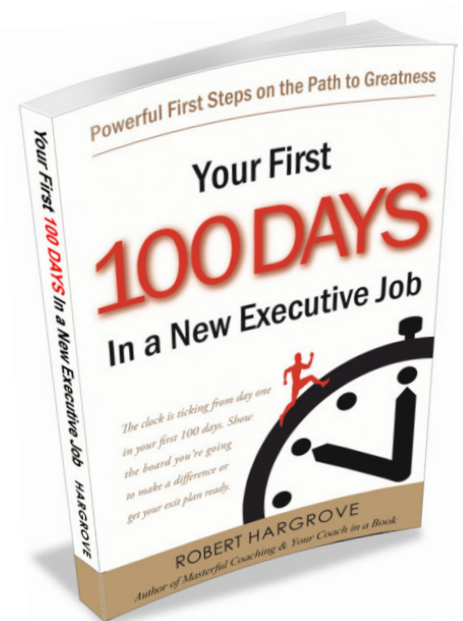
The first 100 days are an opportunity to take powerful first steps on the path to greatness.

The Masterful Coaching Experience can help you establish your long-term vision, attack ‘A’ level priorities, and get results fast.

The 100 day coaching conversations can be the difference between securing early wins that build personal credibility and momentum and stumbling into a hole that is difficult to climb out of.

### Levels and Sectors

- ⇒ **Chief Executives:** Business, Government, Military, NGOs
- ⇒ **Executives:** Top Teams, Business Unit Heads, Department Heads, Country Managers
- ⇒ **Emerging Leaders:** US and Globally



*“TRANSFORMATIONAL! Your first 100 day coaching helped me make the shift from a line executive to being a CEO.” -Gary Peck, CEO, S-Group*

### Why Coaching?

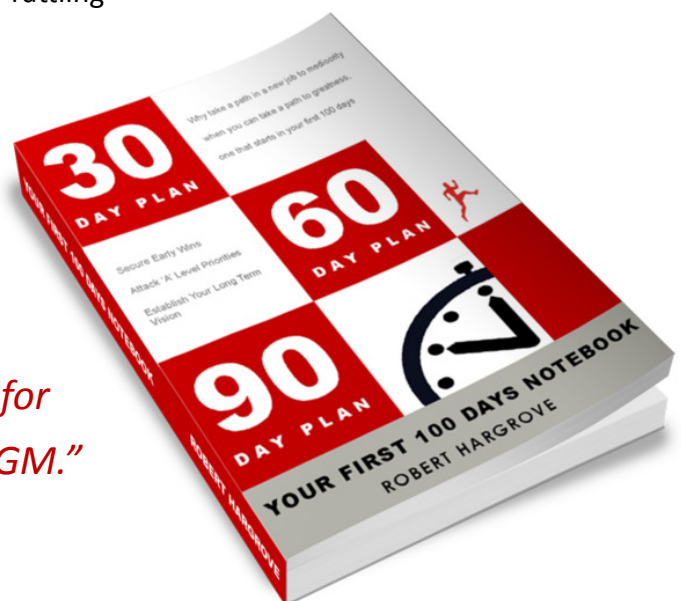
Books on your first 100 days, like Robert Hargrove’s book *Your First 100 Days in a New Executive Job*, provide you a critical path to success. Yet leadership transitions do not occur as a series of linear or logical steps. Rather, they occur as a series of conversations or a network of conversations.

- ◆ Am I really up to this job? Or will people find out I am an imposter?
- ◆ What should I say and do DAY ONE to seal my leadership?
- ◆ Whatever my going-in mandate is, what am I actually being paid to do?
- ◆ Do I have a team of ‘A’ players that can help me accomplish my mandate?
- ◆ Will I secure some quick wins that build credibility or momentum? Or will I stumble and sow the seeds of doubt?

Without coaching, these conversations can rattle around in your brain forever with little clarity, but a coach can help you get to clarity a lot faster, **and clarity is power.**

Coaching will give you eye-opening insights and brain-rattling perspectives about how to succeed in your new role that you might never otherwise have.

*“VERY EMPOWERING. Thank you Robert for your coaching on my first 100 days as a GM.”*  
*-Sanjay Supriti, Wipro*



*Over 40% of newly hired executives wind up crashing into rocks in 18 months or less. Our 100 day coaching process empowers you to successfully navigate your way through your leadership transition.*

## The Objectives of the Process

The objectives of the first 100 day coaching process is first and foremost to empower you to believe in yourself, that you can make a difference in your new role and have an impact.

It is also to provide you the coaching you need to successfully navigate your way through your leadership transition, whether you are hired from the outside or promoted from within.

It helps you secure early wins that build credibility/momentum, and avoid making mistakes that can cause others to doubt you or that leave you in a deep hole that's hard to climb out of.

## The First 100 Days Objectives Equal Your Critical Path

1. To transform you into the leader you need to be in order to succeed
2. To assist in developing a learning agenda for the new role
3. To assist in designing and debriefing due diligence interviews
4. To assess the business situation and create a strategy to match
5. To build an 'A' team and manage high performance
6. To assist in mastering the political chessboard and culture
7. To build a new leader's First 100 Day Action Plan
8. To help envision the future and engage the organization
9. To attack 'A' level priorities and energize people to go after them
10. To secure pivotal early wins that build credibility & momentum

**The new leader's first 100 day action plan** often involves helping people lay the foundation for building a high performance organization or team.



*“THANK YOU ROBERT. I never would have become CEO of Adidas,  
if it wasn't for your coaching.” -Rene Jaeggi*

## How the Process Works

You receive coaching from Robert Hargrove on a one-to-one basis for 100 days. It is based on a network of 10 conversations that are structured around Masterful Coaching's **First 100 Days Critical Success Strategies**.

- ▶ **Coaching Conversations:** One coaching conversation by phone or Skype weekly for approximately 60 minutes each
- ▶ **Practice and Reflection Assignments:** Robert Hargrove will suggest things to read, think about, and provide assignments relevant to your leadership transition.
- ▶ **Document Preparation Review:** Robert Hargrove will review and provide feedback on any documents related to your leadership transition: previously done 360 feedback, First 100 Day Action Plan, Maiden Speech, Strategy.

## Fees

\$2,000 per month for three months or a total of \$6000 US dollars for first 100 days. We agree to bill half up front before the first call, and half at mid-point. A face-to-face 2 to 3 hour meeting can be added in place of a call for an additional \$1000 each time (if in Boston).

## Scheduling

The two parties agree to speak on a regularly scheduled basis, such as Thursdays at a mutually convenient time. This time can be changed by mutual consent.

## Standards of Conduct

Each party agrees to honor the relationship, act in a professional, trustworthy, and ethical manner, be in communication as such by responding to emails or non-scheduled calls, to keep agreements once they are made, to complete broken agreements or potentially broken agreements at the earliest possible moment.

**For more information visit us at: [www.myfirst100days.net](http://www.myfirst100days.net)**

*“Thank you Robert for helping me to find my greatness.” -Stanley Chitekwe  
Director, UNICEF Nigeria*

## Robert Hargrove

Robert is founder of Masterful Coaching, former Director of the Harvard Leadership Research Project, and a bestselling author. He was awarded a medal from a USA Presidential Appointee for Distinguished Public Service.

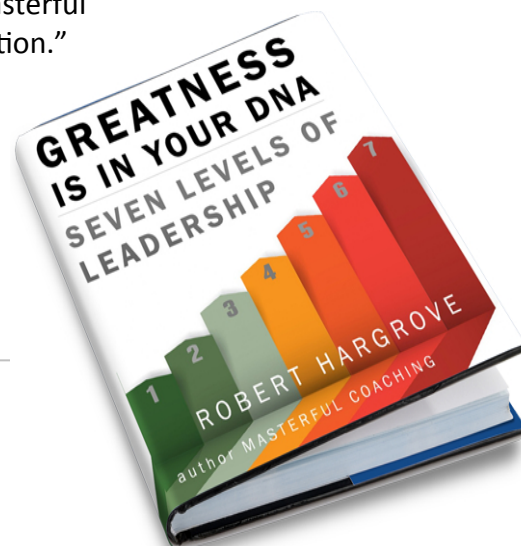
Robert has groomed leaders to become Fortune 500 CEOs. He has been the trusted advisor to the Chairman of the New York Stock Exchange, the European CEO of the Year, the Assistant Secretary of Defense, and Executive Director UNICEF.



### Robert is the author of 10 books, among them:

“The CEO & The Consigliore,” “Your First 100 Days,” “Masterful Coaching,” and “Mastering the Art of Creative Collaboration.”

**Coming soon:** *Greatness is in Your DNA: Seven Levels of Leadership*



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## Contact

### Masterful Coaching

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