

Playbook

Executive Onboarding

The art of executive integration

The Art of Executive Integration

Onboarding a new executive is more than orientation—ensuring they make an immediate and lasting impact. New leaders might rely on past experience and assumptions without a structured approach, slowing their integration and limiting their effectiveness.

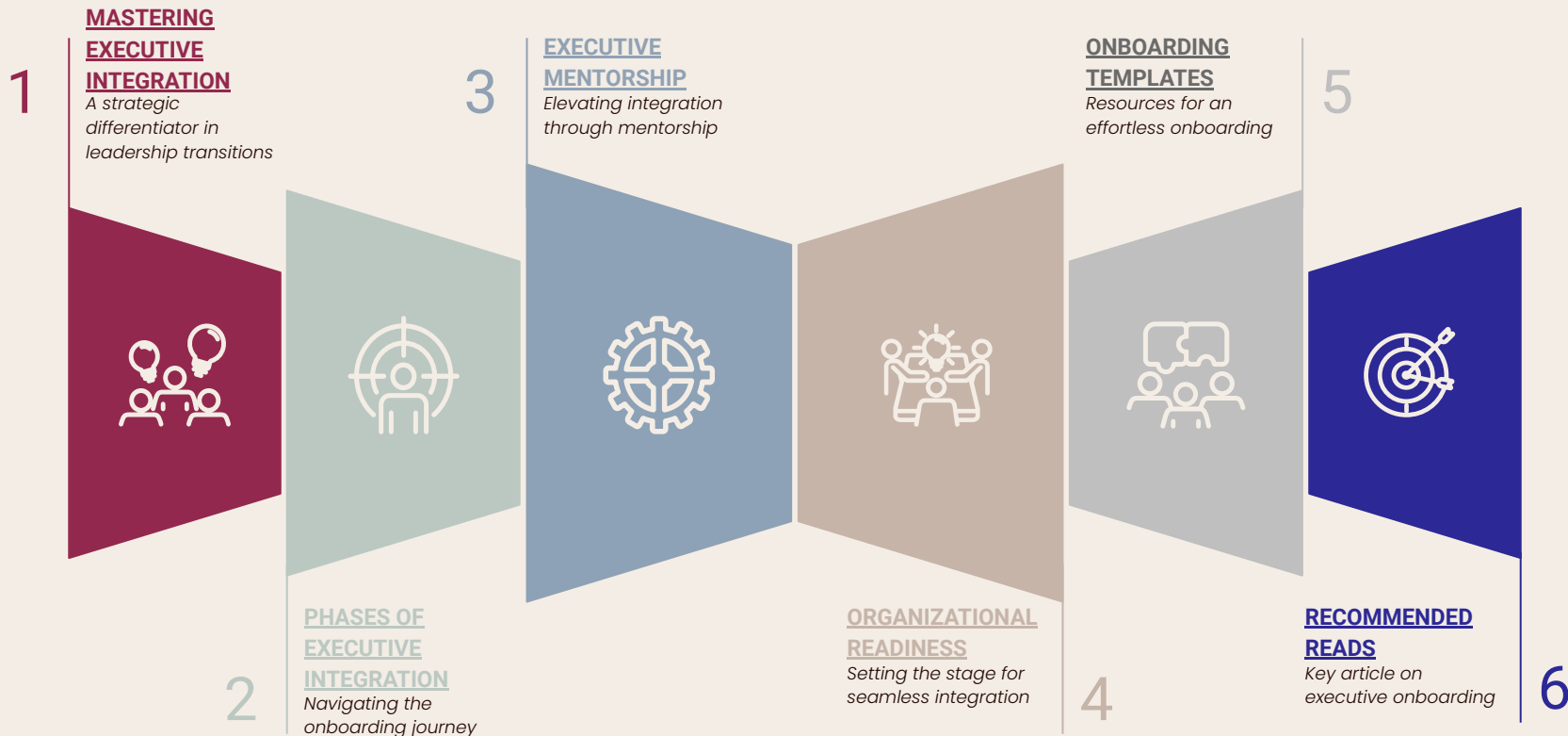
This playbook provides practical strategies to guide the onboarding process, helping executives align with company strategy, culture, and stakeholders from day one. Inside, you'll find:

- Steps to ensure operational understanding and strategic alignment.
- Tools to foster effective team dynamics and stakeholder engagement.
- Techniques for cultural assimilation to embed leaders into your company's values.
- A structured roadmap covering preboarding, the first 90 days, and beyond.
- Ready-to-use templates for a smooth and impactful onboarding process.
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Use this playbook to motivate new executives and ensure their leadership drives meaningful results.

Anna & Noor

In case you have
any further
questions or looking
for support don't
hesitate to email
info@invested.team



1 | Mastering Executive Integration

A strategic differentiator in leadership transitions

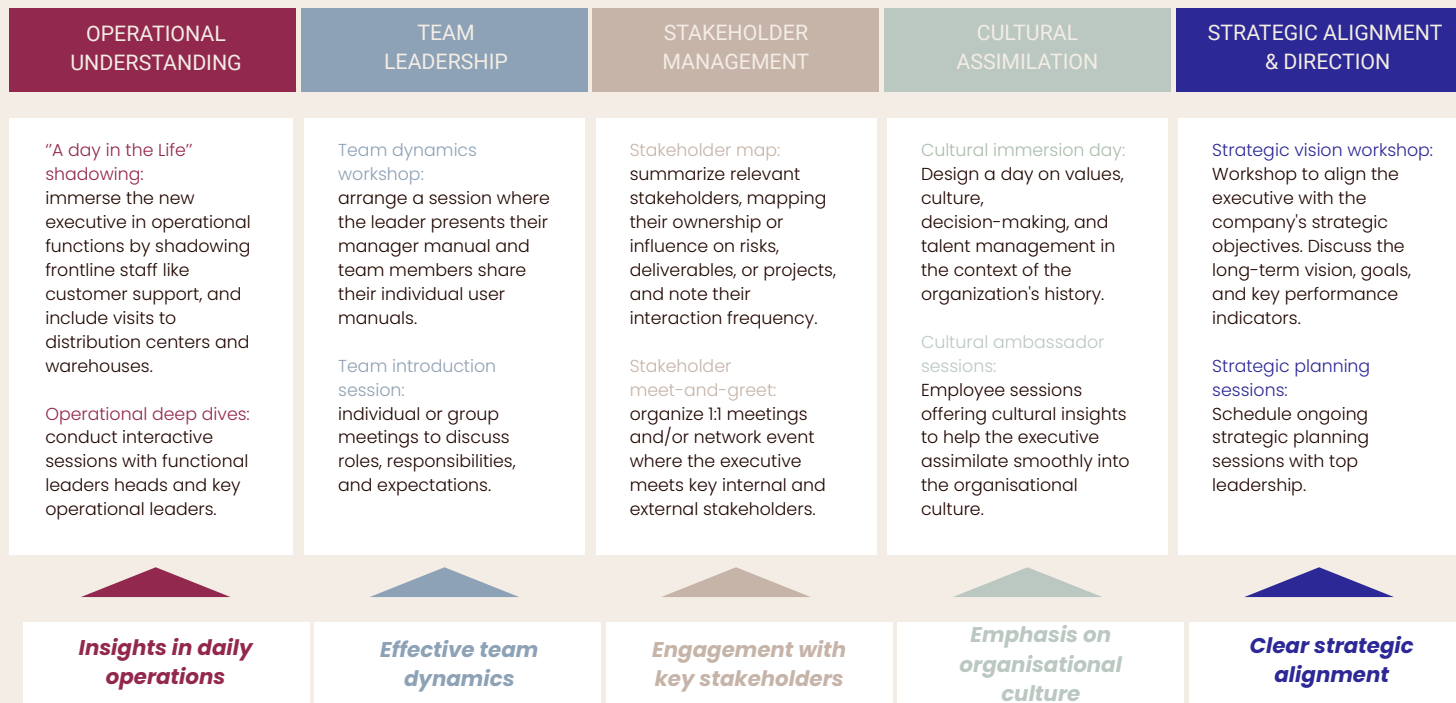
From Traditional Onboarding to Executive Integration

For a new executive to hit the ground running and have an immediate impact, it's important to go beyond the basics of traditional onboarding. Successful executive integration revolves around five key pillars:

1. **Operational understanding:** equipping the leader with insights into the organisation's daily operations to quickly navigate its complexities.
2. **Team leadership:** helping the leader understand team dynamics, roles, and responsibilities, so they can step confidently into their role as a leader.
3. **Stakeholder involvement:** building relationships with key internal and external stakeholders to create a strong network and a clear picture of the organization's ecosystem.
4. **Cultural assimilation:** guiding the leader to adapt to the company's culture, values, and traditions, ensuring they feel connected and aligned.
5. **Strategic alignment*:** ensuring the leader is fully aligned with the company's goals and understands how their role contributes to the bigger picture."

*HBR <https://hbr.org/2017/05/onboarding-isnt-enough>

Bringing the Five Key Elements of Executive Success to Life



Excited to take the next step?

You've just seen a sneak peek of this playbook. It's designed to provide actionable templates and includes three expert sessions to guide you through tailored implementation.

Get the full playbook today!