

CASE STUDY

Helping a new executive deliver from day one

We are a retained executive search firm with over 20 years of experience partnering with organizations to place and support senior leadership.

Based in Indianapolis and Denver, we lead every part of the process ourselves, from search through to integration, helping new leaders not just join a business, but succeed within it.

THE CHALLENGE

A newly hired executive was stepping into a high-stakes role at a fast-paced organization undergoing significant change. While the company had a structured onboarding process for administrative essentials, it lacked dedicated support to help senior leaders navigate the cultural landscape, stakeholder dynamics, and early leadership expectations.

Despite their strong track record on paper, the executive faced the same challenge many new leaders encounter: working out “how things really work” on their own. Without clear success criteria, alignment with internal stakeholders, or structured opportunities to build early trust with the team, there was a real risk of delayed impact and eroded confidence in the critical first months.

HOW WE HELPED

To support the leader’s transition, a three-part integration framework was introduced. The goal wasn’t to replace onboarding, but to ensure the executive was equipped to lead, not just to start.

1. Critical Success Profile

Using the candidate profile as a foundation, stakeholder interviews were conducted to define what early success looked like, not just in terms of outcomes, but in the context of the team’s culture, history, and expectations.

2. New Leader Assimilation Workshop

In the early weeks, a facilitated session brought the new executive together with their team and key peers. This space allowed for open dialogue, alignment on deliverables, and early relationship-building, often accelerating trust that otherwise takes months to establish.

3. Executive Assessment (90-Day Feedback Loop)

Three months in, a structured feedback process was conducted to assess how the leader had integrated into the organization. This included 360-degree feedback through verbal interviews, highlighting strengths, identifying development areas, and enabling course correction while momentum was high.

THE IMPACT

With integration support in place, the executive reached full performance up to **40% faster**, moving from orientation to impact in approximately four months instead of the typical six.

Internal stakeholders reported **greater confidence** in the leader’s ability to guide the team through change, and the executive themselves described the experience as “equipping, grounding, and intentional”.

Early alignment helped avoid common first-year missteps related to miscommunication, cultural blind spots, or unclear expectations, resulting in smoother team dynamics and stronger long-term retention.

WHAT THIS CASE SHOWS

Organizations that embed integration into their hiring process realize value faster. When new leaders are set up to deliver, not just start, they drive impact earlier, reduce cultural friction, and increase stakeholder confidence from day one.

If you’re thinking about how to give your next hire the best start, we’d be happy to talk.

Let’s have a conversation, get in touch with us on:

📞 Indianapolis Office: [317-576-3713](tel:317-576-3713)

📞 Denver Office: [303-276-2872](tel:303-276-2872)

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