

Time to Perform from SpenglerFox

How your company can use specialized executive coaching and unique personal assessment tools to help executive talent adapt quickly to new positions and hit the ground running

What is the Time to Perform program?

Time to Perform is a new, specialized program that SpenglerFox offers its clients who need support in transitioning executive talent into new roles and functions. The program looks to help executives achieve maximum performance in their jobs as quickly as possible. Depending on the particular case and/or situation, the Time to Perform executive advisory program can shorten transition periods (which usually last anywhere from one year to 18 months) by 30%.

How does Time to Perform work?

The SpenglerFox Time to Perform team will have an initial meeting with the executive's line manager to discuss his/her expectations for the given manager role-wise and how quickly the executive needs to achieve 100% delivery on performance. The Time to Perform coach then sits down with the program participant to discuss the pre-agreed set of issues and/or concerns. The program consists of a set of 6 coaching sessions with the executive to discuss performance challenges in detail. The one-on-one discussion sessions help the SpenglerFox coach identify concerns that the executive has – in relation to the areas stated by the team lead/line-manager as well as his/her own concerns – and talk through them.

The key benefit from the program is that it is highly-personalized. It focuses on helping executives and managers perform better by working to change their behavior, by addressing key emotional issues and thinking patterns, by speeding up their integration into company teams through better communications and understanding of socio-cultural issues. Time to Perform also includes program benchmarking, where program leaders meet with and collect feedback from company team leads to assess and map if and how program participants have made progress. Subsequent coaching sessions are fine-tuned based on feedback given.

Summary of Time to Perform mentoring sessions

Time to Perform leverages the best tools from Positive Psychology and Cognitive Psychology (communications, mind-mapping) to help participants identify, address and overcome problematic issues that might be hindering their job performance.

Each interactive session lasts 1.5 hours. It includes a 30-minute initial phase that pinpoints a given problem (based on prior line-manager input) that needs to be worked through during the following hour. The first half-hour helps the executives clear their minds and gain clarity on what needs to be addressed at the given session. The SpenglerFox executive coach guides the executives through the session, helping them work to a better awareness of how the given issue impacts their job and what they, as an individual, can do to improve their performance. The sessions also help pinpoint where executives might need extra support from their supervisors.

The coaching sessions work through seven key areas when addressing the given issue agreed for the particular discussion:

- Analysis
- Resources/Competence Gap
- Possibilities; Inspiration
- Plan of Action
- Motivation
- Follow-up

Who can benefit from Time to Perform?

Time to Perform is targeted specifically at new hires. However, it is also relevant for executives and upper level managers, who are involved in some sort of transition to a new role in their careers. This may be an internal move, i.e. a promotion within the company or a move to a new branch office in another country, persons returning from parental leave, etc.

The Time to Perform program has already been used by executives from a leading global beverages manufacturing company, a global shipping company and top German and Scandinavian banks.

How is Time to Perform different from a standard coaching program?

The key advantage of Time to Perform is that it's not a standardized program. The program was developed by Thomas Bon, a Danish business psychologist who works globally, and it looks to focus on executive professional integration issues based on an individual's needs. The program identifies specific concerns or worries the executive has and examines them from a number of angles. The program is unique in that it incorporates the best aspects of many popular leadership development training techniques, i.e. coaching, onboarding programs, mentoring, psychological assessment, etc. Time to Perform addresses a broad range of concerns from personal relationships to colleagues/team-members, to family expectations and cultural integration onto managing stress and physical health as executives take on the challenges of a new job and demands from multiple actors in their daily lives.

"The Time to Perform program is excellent. It clearly helped my acceleration and integration into my new job as general manager for Italy. I liked the structure and found it helpful and very refreshing. It worked and I liked it."

General Manager of local branch of a leading global beverages manufacturing company in Italy

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