

THE BENEFITS OF THE TRANSITION LEADERSHIP

Applied Research Corporation's **transition coaching** team helps new leaders accelerate their transitions and prevents mistakes that may damage careers and businesses by providing an integrated and systematic approach to leadership transitions.

Our **on-boarding consultation** experts work with companies to design, institutionalize and evaluate the economic impact of a leadership transition process that prepares leaders to take on significant business responsibility. They help to collect data, design processes, build support and conduct an impact study which will demonstrate significant return on investment.

We also offer **customized in-company and public seminars** designed to help newly appointed leaders plan and execute a successful transition. Based on our extensive experience and proven practical research, we work with organizations to design and deliver a customized seminar to meet their focused needs.

APPLIED RESEARCH CORPORATION

Metuchen, N.J.
Atlanta
London
St. Louis
Phoenix
Shanghai

Phone: 732-549-8891
Fax: 732-549-9179
E-mail: info@arclead.com

LEADERSHIP TRANSITIONS BREAKFAST SERIES

Tuesday, October 19, 2004

The Junior League of St. Louis

or

Wednesday, November 3, 2004

St. Louis Marriott West

**Special
Invitation
Enclosed!**

APPLIED RESEARCH
CORPORATION

ACCELERATING LEADERSHIP TRANSITIONS: THE FIRST 120 DAYS™

The actions newly appointed leaders take during the first few months can have a significant impact on their success. Managing the transition is the key to success, and these leaders must have guidance on how to take charge in their new roles.

In many companies, leadership challenges are increasing at a rate that exceeds the speed with which leaders are being developed.

- Average 25% of management ranks turn over each year
- New leaders average 6 months to make a net contribution
- Transitions are pivotal times when organizations can be reshaped and improved

Dr. Bossert will discuss what new leaders need to do in The First 120 Days™ to ensure their success for the next several years.

Benefits of Attending

During the session, you will learn about:

- Why businesses need to support newly appointed leaders
- The benefits of implementing a successful leadership transition process in your organization
- A proven, systematic framework that maximizes leadership transition success
- The results of a study evaluating the impact of transition support services with a Fortune 50 client which demonstrated a total ROI of 1400% or \$88 million US

RONALD BOSSERT, D.ED., SENIOR VICE PRESIDENT, TRANSITION LEADERSHIP

Ron Bossert heads Applied Research's transition leadership division. Considered to be a pioneer in and one of the most prominent experts in this field, Ron is a much sought after presenter on leadership effectiveness topics.



Prior to joining the Company in early 2004, he was the Director, Management Education and Development at Johnson & Johnson, World Headquarters, New Brunswick, New Jersey with responsibility for executive development and coaching programs with the top .5% of the organization worldwide.

APPLIED RESEARCH CORPORATION

**APPLIED RESEARCH IS A ONE OF A KIND
CONSULTING FIRM THAT DELIVERS...**

COMPREHENSIVE ASSESSMENT: helps hiring managers minimize the chances of making costly hiring mistakes. It enables companies to design programs that support an individual's growth potential and the results from assessment playing a critical role in the organization's succession planning process.

COACHING: our coaching programs have been designed for two critical situations: transition leadership and personal development as a leader. In both cases, our consultative, educational processes help managers navigate obstacles and make changes quickly to reduce the risk of executive failure.

TRANSITION LEADERSHIP: applies cutting edge practical research and experience in designing and delivering leadership transition services. We are the first consulting company to provide a focused and systematic model that delivers proven return on investment to organizations. Our leadership transition services include transition coaching, consultation and workshops.

PERFORMANCE MANAGEMENT: helps build the foundational formulas for success by challenging employees and leadership. That means a strong focus on acquiring, retaining, and developing talent for today and the future.

Applied Research Corporation
invites you to a
Leadership Transitions
Breakfast Series

***Accelerating Leadership
Transitions:
The First 120 Days™***

Presented by
Dr. Ronald Bossert,
Senior Vice President,
Transition Leadership Services

Continental Breakfast: 8:00am

Presentation: 8:30-10:00am

Two Convenient dates and locations
to choose from...

Tuesday, October 19, 2004
The Junior League of St. Louis
or

Wednesday, November 3, 2004
St. Louis Marriott West

RSVP

636-898-0161

or e-mail us at

info@arclead.com

FREE