

THE EXECUTIVE TRANSITION ROI GUIDE

How to protect performance, culture, and investment when leadership changes hands.

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1. THE STAKES

Every leadership transition carries risk and cost. Research shows 30–40% of executives fail or underperform within 18 months. When the replacement cost can exceed £500K–£1M, transitions aren't just HR processes - they are financial protection.

Even the most capable leader falters when clarity, context, or sponsorship are missing. Structured transition coaching exists to safeguard momentum, culture, and credibility during the most visible 90 days.

2. THE FIVE ROI DRIVERS

Transitions generate measurable return when leaders strengthen five performance levers:

- **Strategic Clarity** - Aligning with the board's definition of success
- **Cultural Alignment** - Knowing what to preserve, not just what to change
- **Early Wins** - Sequencing outcomes that build credibility
- **Leadership Presence** - Showing calm authority under pressure
- **Sustained Focus** - Avoiding noise and distractions that dilute impact

These aren't methodology. They're disciplined habits

3. THE TRANSITION READINESS CHECKLIST

Board / Sponsor

- Define what “good” looks like in outcomes, not adjectives
- Clarify what must be protected
- Share honest risks, elephants, and dynamics
- If misalignment exists, surface it early

Executive

- Validate expectations - don’t assume
- Identify early wins that build trust, not chaos
- Understand unwritten rules before rewriting anything

Partnership

- Keep communication active
- Review early outcomes together - performance *and* perception
- Use coaching as a thinking space, not a reporting line

4. WHY TRANSITIONS FAIL

Failures rarely come from competence. They come from missing context:

- Changing what works to prove impact
- Underestimating inherited expertise
- Performing a persona instead of being authentic
- Mistaking movement for progress
- Sponsors disengaging at critical moments

The most common failure:

Not telling the new leader what’s already working - then blaming them for changing it.

5. Root-to-Result® IN PRACTICE

A six-stage coaching model built for high-stakes transitions.

It works backward from outcomes - defining what success must look like, then aligning behaviour, mindset, and strengths to deliver it.

- Outcome-led
- Commercially grounded
- Coaching, not consulting
- Built from lived C-suite experience

6. NEXT STEPS

Request a Private 45-Minute Executive Transition Conversation

Book: www.elevateexecutivecoaching.com/transition-coaching

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