



FastStart On-Boarding

More than 50% of senior executives entering a new position are terminated, resign or perform significantly below expectations during the first 18 months.

The risk of failure is even higher when the new executive has been brought on to manage a change initiative, turnaround or merger. When a new hire doesn't succeed, the costs can be substantial, including expenditures on: search, relocation, severance and training. These costs can reach 24 times the executive's salary, according to some studies, not including the loss of morale, momentum and growth opportunities for the company.

WJM's FastStart™ On-Board Coaching provides a *practical* framework for increasing the return on the major investment companies make in their people. FastStart™ is designed to reduce risks and costs by intervening to identify and address potential challenges faced by new executives, and to increase their productivity by accelerating and supporting successful assimilation. FastStart™ is effective for:

- New Hires
- Promotions
- Geographic relocations
- New business situations

FastStart™ provides the new executive with critical strategies for:

- Learning about the organization, including its culture and politics
- Understanding expectations of the new role
- Developing effective communication approaches
- Gaining insights into business unit processes and practices
- Effective knowledge transfer
- Recognizing common pitfalls and developing action plans to avoid or mitigate these risks
- Developing high quality relationships with management, peers and subordinates
- Establishing targets for "early wins"

WJM believes that successful on-boarding requires that the new executive's manager, Human Resources and other key stakeholders have direct involvement and commitment to the executive's success. The FastStart™ process includes identifying and meeting with these parties to review expectations and best practices for success within the organization's unique culture.

Client Success

WJM's FastStart On-board Coaching service was extremely helpful to me as I joined Ethicon's head office in a new position, in a new country, with a different language. Of course expectations of my performance were extremely high. My WJM Coach helped me in identifying my key stakeholders and in building relationships with them. She was an excellent sounding board and intermediary for me. The meetings we had were extremely effective and impactful. My Coach also helped me navigate through some organizational alignment issues that I encountered.

- Felix Guimoye, Director of Worldwide Marketing, Ethicon, Inc.

My relationship with my WJM Executive On-Boarding Coach has been immensely valuable in making a smooth transition from consulting to industry. He quickly synthesized a point of view on strengths and challenges in my new role from current and past co-worker interviews and leadership assessment surveys. We then used this information to develop a very practical and actionable plan for early success. His approach of bringing the President of our division directly into the process as a "co-coach" helped ensure that we were focused on the right opportunities for creating initial wins."

- VP, Business Development, major consumer products manufacturer

How WJM Associates Brings Quality Control to On-Board Coaching

Faculty

According to a survey of executive coaching industry participants (*What Executives Want From Their Executive Coaches – D. Balut, May 2005*), the number one criterion for a successful coaching experience is strong and positive chemistry between the coach and client. While many coaching companies offer the services of a small team, or even a single coach, WJM's highly experienced faculty of over 100 professional coaches allows for greater adaptability in complementing the personality, developmental needs, corporate culture, industry, personal background, location and even the language of the executive being on-boarded.

Experience

According to the same survey, the number two determinant of coaching success is the coach's own professional/business experience. While WJM's Faculty members have had rigorous training in organizational development and/or psychology, we also put great emphasis on choosing consultants with direct business experience and a strong, real-world understanding of corporate dynamics. In fact, many of our Faculty members have proven track records in senior corporate positions in industries similar to those of WJM's clients. The Company has received consistent positive feedback from clients who appreciate that WJM's services are delivered from experience, rather than just theory.

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WJM ASSOCIATES, INC.

Account Directorship

WJM offers experienced Account Directors (ADs) who serve as strategic partners to our clients. Our ADs collaborate closely with line managers and human resources executives to define requirements and success factors, while establishing the most comprehensive and strategically effective approach to executive and organizational development. ADs ensure that the on-boarding is moving forward appropriately and that all expectations are being met. They provide monthly “report cards” on each specific engagement, providing to HR and management an overview and status update against established goals and developmental action plans.

Serving the Organization

While we aspire to address the needs of the individual being on-boarded, we never lose sight of the fact that this executive functions within an organization that has commissioned our services. Our coaches are deeply committed to helping individuals become more effective, but they are only successful when that benefit comes in addition to meeting specific organizational objectives and delivering significant bottom-line value.

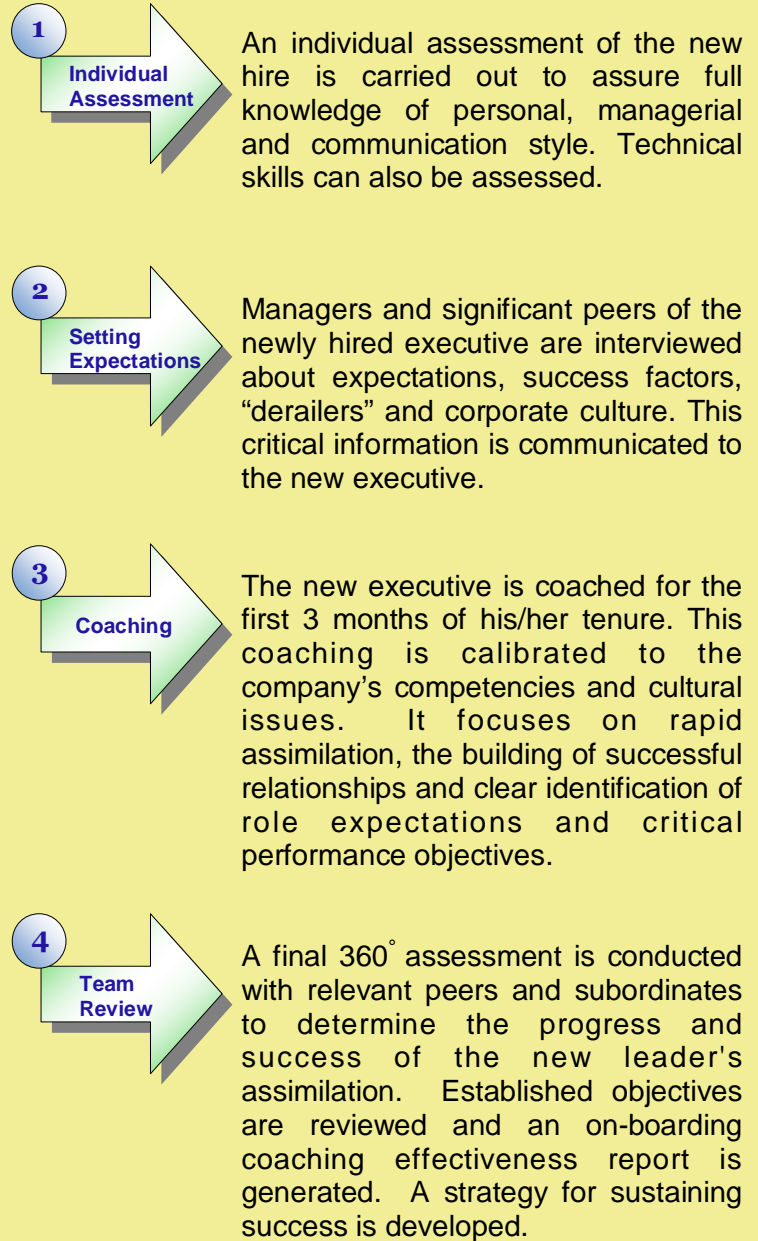
Measuring and Guaranteeing Results

WJM’s on-boarding is custom-designed to deliver observable bottom line value to the company in a short period of time. We hold our coaches accountable by monitoring progress using reliable, objective measures of change. Results are tracked against individual action plans and/or leadership competencies and are guaranteed by WJM. As your executive coaching partner, we can provide reports that measure the overall and comparative effectiveness of all of the organization’s coaching assignments, whether or not they are delivered by WJM.

WJM Clients

- Bank of America
- Bank of NY Mellon
- Bristol-Myers Squibb
- Capital One Financial
- Citigroup
- Cordis
- Cytec Industries
- Deloitte & Touche
- Diageo
- DuPont
- Eaton
- GMAC Financial
- Goldman Sachs
- Home Box Office
- The Interpublic Group
- Johnson & Johnson
- J.P. Morgan Chase
- LG Electronics
- Lockheed Martin
- MasterCard
- McGraw-Hill
- Merrill Lynch
- Morgan Stanley
- MTV Networks
- Motorola
- NewPage
- Nielsen Media Research
- Panasonic
- Pepsico
- Pitney Bowes
- Schering-Plough
- Sprint Nextel
- Time
- UCB

The WJM FastStart™ Process



About WJM Associates

WJM was founded in 1996 by William J. Morin, a renowned authority in executive development and the former CEO of Drake Beam Morin, Inc., one of the world’s largest organizational consulting and career management firms. Today WJM has an unsurpassed track record of successfully assisting both Fortune 500 and mid-sized companies in achieving continuous and measurable improvement in the performance of their executives, teams and organizations. Our services include assessment and coaching for individuals and teams, as well as large-scale change efforts, including post-merger integrations, succession management programs and many other initiatives. WJM has an extensive faculty of over 100 professional executive coaches, organizational psychologists and other experienced consultants located around the world that are prepared to address the particular needs of an individual executive, his/her team or the entire organization, whatever the industry, location, corporate culture or language.

**For more information, please call 1-877-667-4647
or visit us at www.wjmassoc.com.**