

Leadership Transitions: a critical time requiring experienced counsel

CEO transitions can be executed over several months as part of a carefully planned succession programme – or they can take place overnight when a Chief Executive unexpectedly resigns.

At FTI Consulting, we have worked with numerous senior leaders who have been appointed to the corner office, and regardless of whether leaders assume the CEO post having spent years within an organisation, or are parachuted in to provide a fresh start, they face the challenge of immediately establishing their credibility and defining the future.

We ensure new leaders are positioned for success from Day 1:

With decades of experience supporting C-suite teams, we assist new Chief Executives – as well as their HR, Communications and Advisory support teams to deliver:

- Strategies for rapidly defining priorities and getting up to speed
- 100 Day Plans that set the right tone, pace and engagement to position the new leader to succeed
- Stakeholder outreach frameworks for managing internal and external audiences that flex as circumstances evolve

Our leadership transition support encompasses the following:

 <p>External Stakeholder Support</p> <ul style="list-style-type: none"> • Synchronise the introduction of the new leader to the media, industry, public policy, government and employee audiences • Define engagement strategies • Capture insights from first 100 Days of 'Listening and Learning' to identify must-wins 	 <p>Strategies for Cultivating the Board and Leadership Team</p> <ul style="list-style-type: none"> • Map networks of influence to create coalitions • Assess competence, commitment and future fit • Identify the most appropriate leadership team engagement approach • Develop strategy to achieve support for 'first moves' 	 <p>Organisational Change Support</p> <ul style="list-style-type: none"> • Enable new leaders to guide their organisations through change • Provide toolkits of processes and procedures to support execution of operational changes • Align internal communications with change management execution
 <p>Leadership Communications Style Development</p> <ul style="list-style-type: none"> • Identify where the new CEO should invest his or her leadership capital • Define the new leader's communications strategy • Define the new leader's value proposition for the new organisation • Define social media profile/strategy 	 <p>Strategies for Accelerating Decision-Making</p> <ul style="list-style-type: none"> • Match strategy to current situation • Define the contacts who provide the most critical insight externally and internally • Identify hidden threats and opportunities • Build case for action and change 	 <p>Overall Employee Engagement</p> <ul style="list-style-type: none"> • Develop approaches for leaders to foster relationships and build rapport • Translate observations from the new leaders into action plans • Rally employees around the strategy

At FTI Consulting, we bring expertise and a wealth of experience in designing and implementing compelling leadership, engagement, and change programmes. We work in partnership with C-Suite and Boards to ensure swift leadership transitions that set the stage for organisational evolution and growth.

Client projects include

- Supported a newly appointed CEO in a leading defence contractor in taking over at a time of significant challenge and change in the markets in which they operated.
- Led the internal development and implementation of the corporate strategy for the new GM of the UK arm of a global Pharma company. Managed the company wide communications and culture change programme.
- Led the internal roll-out of a new CEO's 'strategic re-alignment' within the healthcare division of a Global Fortune 10 company. Managed the communications and change support for the roll-out of a new P&L structure.
- Enlisted by the private equity investors in a global leader in industrial contract logistics to advise on the transition of a new CEO. We developed all strategy and messaging content for announcement to customers and employees globally in a first-ever global town hall.
- Led the introduction of a new CEO within a European-based specialty pharmaceutical company and supported alignment around a renewed strategy push.
- Developed the communications framework and HR support for the new CEO of a FTSE listed company to execute its 'One' strategy to reorganise and consolidate operations globally. Led all internal communications and media support for workforce transitions in the US, UK and Europe.
- Developed the 'First 100 Days' Communications Transition framework for the new CEO of a FTSE listed global pharmaceutical company. Aligned and planned sequence of all introductory communications to employees, media, financial and public affairs audiences.



In November 2016 JSB Group joined FTI Consulting's Employee Engagement and Change Communications practice.

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Why choose us

Deep sector knowledge, including

- Industrials
- Financial Services
- Technology, Media & Telecoms
- Real Estate
- Retail
- Energy
- Healthcare
- Life Sciences
- Professional Services

Expertise in designing and implementing people and change programmes, using proven methodologies.

Extensive experience of in-house and agency HR, Communications, Change Management and Leadership.

A global network that enables us to deliver synchronised learning and consulting internationally.

Trusted advisors – we facilitate, design and partner with clients to implement employee-facing initiatives that meet business demands.

Incisiveness and innovation – we test convention and think innovatively to deliver results.