

LEADERSHIP TRANSITION



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TRAINING CENTER



Introduction

Leadership Transition Training Course prepares professionals to succeed in the first months of a larger leadership role. Transitions are the riskiest period in a leader's career, because expectations rise while relationships, information, and credibility are still being built. Leaders who manage the move deliberately arrive faster than those who rely on past habits. This program follows a structured transition method from diagnosis through early wins and team alignment. It covers stakeholder mapping, expectation setting, team assessment, and early decision-making. As a result, participants learn to build momentum without making premature changes. Furthermore, the course covers succession handover and personal resilience during change.

Leadership Transition Course Objectives

- Apply the leadership pipeline model to identify transition demands.
- Follow a structured transition framework from entry to acceleration.
- Map stakeholders with the power-interest grid and build alliances.
- Set expectations with your manager using a transition contract.
- Assess team capability with structured diagnostic interviews.
- Apply the STARS framework to match strategy to situation.
- Choose early wins with impact-effort analysis.
- Build credibility through listening tours and visible priorities.
- Communicate direction and reset team norms clearly.
- Manage personal resilience, identity shift, and work-life balance.

Course Methodology

- Facilitated sessions built around real transition case studies.
- Structured transition-planning workshops.

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- Role-play of expectation-setting and stakeholder conversations.
- Group exercises in team diagnostics and early-win selection.
- Simulation of the first 90 days in a new role.
- Peer coaching with peers who are also transitioning.
- Reflection, feedback, and a personal 90-day transition plan.

Who Should Take This Course

- Newly appointed managers and department heads.
- Leaders promoted into larger scope.
- Executives joining a new organization.
- Internal candidates moving into new functions.
- Successors preparing for planned handover.
- HR and talent professionals managing transitions.
- Consultants supporting leadership onboarding.

Leadership Transition Course Outlines

Day 1: The Transition Challenge and Framework

- Why transitions fail and what the research shows.
- The leadership pipeline model and its transition points.
- The transition framework: entry, diagnosis, alignment, acceleration.
- Differences between promotion, lateral move, and external hire.
- The psychology of transition: identity and confidence shifts.
- Common early mistakes: acting too fast or too slowly.
- Workshop: mapping your own transition stage.





Day 2: Stakeholders and Expectation Setting

- Stakeholder mapping with the power-interest grid.
- Building alliances and identifying key influencers.
- Listening tours and structured one-to-one interviews.
- The transition contract: expectations, resources, and success criteria.
- Aligning with your manager and governing body.
- Managing conflicting expectations across functions.
- Role-play: negotiating expectations with a new manager.

Day 3: Diagnosing the Team and Situation

- Applying the STARS framework: start-up, turnaround, accelerated growth, realignment, sustaining success.
- Evaluating the situation before deciding.
- Assessing team capability and identifying gaps.
- Conducting structured diagnostic interviews.
- Reading culture, norms, and informal networks.
- Deciding what to keep, change, and delay.
- Workshop: diagnosing a team in transition.

Day 4: Early Wins, Direction, and Team Alignment

- Selecting early wins with impact-effort analysis.
- Building credibility through visible priorities.
- Communicating direction with a clear narrative.
- Resetting team norms and ways of working.

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- Setting objectives with SMART goals and the RACI matrix.
- Handling resistance and inherited problems.
- Simulation: the first 90 days decision round.

Day 5: Sustaining Momentum and Handover

- Building leadership depth and holding talent conversations.
- Managing succession handover from your predecessor.
- Personal resilience and workload management in transition.
- Building a personal advisory network.
- Reviewing progress with structured checkpoints.
- Planning the next 90 days beyond the transition.
- Capstone: presenting a complete transition plan.

Conclusion

By successfully completing Leadership Transition Training Course, participants will have acquired the knowledge to diagnose a new leadership situation, set expectations clearly, build stakeholder alliances, assess team capability, secure early wins, and align a team around new direction. They will also understand how to manage their own resilience and pace change responsibly. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders start strong and stay strong.

FAQs for the Leadership Transition course

Q1 What is the "Leadership Transition" course about?



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It is a training program that prepares leaders to succeed in the first months of a new or expanded role. It covers transition frameworks, stakeholder mapping, expectation setting, team diagnosis, early wins, and sustaining momentum.

Q2 What are the key benefits of the "Leadership Transition" course?

Participants gain a structured method for the first 90 days, stronger relationships with key stakeholders, and better judgment about what to change and when. Organizations benefit from faster leader onboarding, fewer early missteps, and smoother handovers between leaders.

Q3 What skills will I gain from the "Leadership Transition" course?

Participants build transition diagnosis and situational assessment, stakeholder mapping and expectation setting, team diagnosis and early-win selection, and team alignment, communication, and succession handover.

Q4 What tools, methods, or standards are covered in the "Leadership Transition" course?

The course covers the leadership pipeline model, the STARS framework, the power-interest stakeholder grid, listening tours, the transition contract, impact-effort analysis, SMART objectives, the RACI matrix, and structured checkpoint reviews.





Q5 How is the "Leadership Transition" course applied in real-world practice?

Learners apply it by running listening tours in their first weeks, agreeing a transition contract with their manager, diagnosing team capability, delivering two or three visible early wins, resetting team objectives, and reviewing progress at 30, 60, and 90 days.