



90 DAY ACCELERATOR SUCCESS STORIES



The 90 Accelerator Programme is a bespoke, independent one-on-one coaching programme designed to help newly-hired leadership talent deliver faster results.

Created in partnership between Intuitive Talent Solutions and Metisblue, the exclusive programme brings candidate results and integration in the first three months of a new role enhancing the onboarding experience.

With our 90 Day Accelerator, clients and colleagues succeed sooner, from accelerating integration to refining delivery focus and building talent confidence.



CANDIDATE



What benefits did you anticipate before the programme started?

I went into the 90 Day Accelerator Programme with an open mind, seeing the sessions as an opportunity to discuss my experiences and career context better to harness my strengths.

Now that the programme has ended, how have you benefited personally and professionally?

The first benefit is meeting Laurent (Metisblue), with whom I would happily build a long-term professional relationship. He has been an excellent sounding board, allowing me the space to download and challenge my thoughts. Through that process, I have structured my thoughts and actions better, confidently set out a course of action for the business and devised suitable timeframes.

Laurent also connected me with industry leaders experiencing similar challenges, which helped contextualise my world. I am so pleased with Laurent's approach that I introduced him to my team, some of whom have one-on-one coaching. As I did, they found the programme an ideal space to analyse the challenges ahead.

How has the programme accelerated your learning and supported your performance?

The programme has enabled me to think clearly and act with conviction because it gave me the space and tools to work through the significant challenges of the day productively.

What is the single most significant outcome of the programme?

I have met someone I like and trust. As a result, the rest of the team benefits.

Why should other clients and candidates say "yes" to the programme?

Stepping into a new role brings new challenges, and whilst leaders get looked to for answers, having someone like Laurent and his team to turn to for fresh perspectives is so worthwhile.

CLIENT



Why did you say “yes” to the programme?

We had a previous MD who, when appointed, didn't have any support like that offered by the 90 Day Accelerator Programme. In hindsight, they would have benefited from an external person to download to. So, when Intuitive mentioned this programme to me, I jumped at the chance.

What benefits did you anticipate before the programme started?

Someone independent for our new appointments to discuss things in a confidential and safe place. Having a coach also provides clarity of thinking and a fresh, unbiased perspective.

Now that the programme has ended, what other benefits and outcomes have you experienced?

Our appointment gained a lot from his sessions with Laurent at Metis Blue. I know that key decisions have been well thought through from a business perspective. It sends a strong message to successful candidates that they are valued and worth investing in. Continuous development is so important but often isn't a priority for the most senior people in the business. However, the reality is that development is critical to keep a flow of talented leaders coming.

How has the programme accelerated your leader's performance in their role?

I notice that he is conscious about his development areas. He is open about sharing these and encourages teams to do the same. They lead from the front – practice what is preached. In turn, his team now step back and reflect on their leadership styles.

What is the single most significant outcome of the programme?

We have been through a significant re-organisation at the top of the business. Difficult decisions have been made which haven't pleased everyone in the team. However, the programme has helped our leader “weather the storm”. With their leadership, we are coming out the other side to a positive place.

How would you describe your relationship with our coaching provider Metisblue?

They are an absolute pleasure to work with. As a result of the 90 day Accelerator Programme, all of our Directors are now undertaking a coaching programme – I can't speak highly enough of Metisblue.

Why should other clients and candidates say yes to this coaching programme?

Because it develops people and helps them to become the best version of themselves. This creates fantastic leaders, which in turn breeds fantastic leaders below them. Ultimately this helps the business to improve continually.

Are you bringing a new leader into your senior management team? Talk to us about how the 90 Day Accelerator Programme can help talent acclimatise quicker and deliver results in record time. say-hello@intuitiverecruitment.com