

# TRANSITION

YOUR BUSINESS CHALLENGES (THE BUSINESS PROBLEM?)	YOUR PEOPLE MANAGEMENT STRATEGY NEEDS (THE PEOPLE ISSUE?)	AIM'S VALUE PROPOSITION HUMAN CAPITAL STRATEGIES/SOLUTIONS (WHAT AIM CAN DO FOR YOU?)
<b>BUSINESS START UP</b>	<ul style="list-style-type: none"> <li>Business needs to be prepared for expansion</li> <li>Work closely with operations, finance, and other corporate departments to help drive business strategy and success.</li> <li>Ensure systems, processes, tools and people are <i>READY, ALIGNED</i> and <i>ABLE</i> to succeed</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate strategy planning sessions with <i>TeamStart™</i></li> <li>Conduct AIM's <i>Team Launch™</i> for newly formed business teams, <i>Driving Team Vision™</i> for goal setting, <i>Fast Growth™</i> for development acceleration, <i>Team Insight™</i> for interpersonal interaction, and <i>Team Talk™</i> for effective communications and decision making to shape innovative people strategies</li> </ul>
<b>CUSTOMER/CLIENT RELATIONSHIPS</b>	<ul style="list-style-type: none"> <li>Want to build stronger relationship networks and relationships with customers via CRM</li> <li>Need to develop stronger influence capabilities</li> <li>Enhance company &amp; personal <i>Leadership Brand</i></li> </ul>	<ul style="list-style-type: none"> <li>Provide AIM's <a href="#">Work Your Network, Building Impactful People Connections</a> book, workshops and training</li> <li>Facilitate AIM's <i>Netlinking™</i> Simulation (problem solving)</li> <li>Run <i>Managing Client Relations</i> and <i>Leadership Branding</i> sessions</li> </ul>
<b>LEADERSHIP TRANSITIONS</b>	<ul style="list-style-type: none"> <li>New leadership stepping in/out requiring partner succession strategy, a strong transition plan and change leader implementation</li> <li>Interested in increasing collaboration partners</li> </ul>	<ul style="list-style-type: none"> <li>Provide AIM's <a href="#">TOPS™ Managing Up</a> curriculum</li> <li>Create partner succession strategies</li> <li>Conduct <i>FastStart™</i> (Manager Assimilation Process)</li> <li>Implement succession planning system, process and tools</li> </ul>
<b>NEW MANAGEMENT TEAM</b>	<ul style="list-style-type: none"> <li>Want to engage team members in dialogue to clarify expectations, recognize personalities and handle interpersonal dynamics</li> <li>Need to integrate new management team - organize current team better, start off on right foot, focus and not get bogged down with team dynamics and internal politics</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate team members' expectations (interviews/1:1)</li> <li>Assess communication patterns – e.g., offer <i>TKI Conflict Resolution Instrument, Social Styles, DISC, MBTI Assessments</i></li> <li>Provide interpersonal skills training (if needed), and identify necessary team elements (e.g., AIM's <i>Team Player Type</i>, - to identify team members' styles, AIM's <i>Team Temperature Scorecard</i> – to assess team effectiveness process and strategy)</li> </ul>
<b>MIDDLE MANAGEMENT CHALLENGES</b>	<ul style="list-style-type: none"> <li>Leadership is concerned that managers are not equipped to take the business forward</li> <li>Managers are great technically but not good at the people management aspects; may not be aware of their impact on team performance and need to hone in on people skills</li> <li>Managers could use some coaching on refining their people management capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Work 1:1 to develop more effective leadership styles using a battery of tools (e.g., styles, performance, communication)</li> <li>Offer AIM's <i>People Management Assessment™ – PMA™</i> online tool (virtual) to assess and develop better managerial skills</li> <li>Provide coaching (telephone is most cost effective) around business performance, executive development and team management via AIM's proprietary <i>ACT™ Coaching Process (Assess, Coach, Transform)</i></li> </ul>