



EXPERT SAYS EXEC ON-BOARDING KEY TO COMPANIES GROWING THROUGH RECESSION Sage Portfolio Group's Melanie Parish Reveals Why Companies Are Taking Steps Backward And Provides Tips on Rethinking Executive Transitions into Company

Dundas, Ontario, Canada (March 2009) Today a staggering 50% of high level executives exit their posts in the first year, leaving companies flailing in ongoing transition and growth, and losing money. They don't catch up and it hurts the company as a whole. Sales/Leadership Coach and Founder of Sage Portfolio Group, Melanie Parish says that comprehensive executive on-boarding programs can make the difference in companies that want to implement change and growth with new hires who will have longevity.

On-boarding is a program that companies have implemented for decades amongst younger, lower level employees with great success. However, over the years these same companies failed to offer a similar program for upper level executives, believing that their years in professional environments would assist in their assimilation, leaving executive on-boarding success "to chance".

"Today offers a critical view of where America's top companies could be when the economy sorts itself out," said Parish. "Companies cannot afford the expense of continuously hiring and losing top executives, from both a financial and performance perspective. They will keep chasing their tails and taking steps back instead of forward with energy, effectiveness and efficiency."

It is projected that some 25% of Fortune 500 managers changed jobs each year and that 6.2 months is the "break even" point for new managers (Monster.com Survey, 2007). Moreover research from The Wyhurst Group puts the cost for companies to lose one employee in the first year at approximately three times salary. New employees who completed a structured on-boarding program were 58% more likely to still be with that organization in three years.

Parish says that in order for companies to retain top talent, let them shine and save money, they should consider the following:

- Every executive should have the same thorough job description as other employees
- A facilitated conversation between the hiring manager, executive and the direct manager of the new executive about expectations (an on-boarding coach can do this)
- Clear benchmarks and goals set for the first three, six and 12 months



- Assign someone to assist the new executive in navigating organizational culture and established business practices within the organization (often the on-boarding coach acts in this role)
- Allow the transition into the company for the executive to happen slowly before making big changes

"Companies today just can't afford to waste money in any way," says Parish. "Executive on-boarding does have a major impact on the company and employee. It's one that shouldn't be overlooked. I recommend that companies of every size invest in making all of their new hires successful in the transition with training. It will translate back to the success of the organization in the short and long-term."

About Sage Portfolio Group

Sage Portfolio Group (SPG) is a dynamic and rapidly expanding company specializing in enhancing the leadership performance of successful organizations across North America. An innovative company that works with organizations to improve performance in leadership and sales, SPG's unique approach provides integrated solutions that have are proven to work, including team/individual leadership and executive coaching, hiring solutions and executive on-boarding, Deep Selling (a relationship-based sales program), fine tune executives and turnaround "bully bosses", optimize executive teams to deliver standout results, talent audits, team optimization, and strategic planning. This portfolio of solutions can be used as the leverage organizations need to move to the next level. SPG's process respects the fundamental tenets of business coaching: a customized approach, solutions that are developed in partnership with the client, application to real-life situations, practice of skills, and shared accountability for results. Their approach has four key components: Listen, Access, Engage and Evaluate. For more information visit <http://www.sageportfoliogroup.com>