

## The First 100 Days

Once you have found the right person, work begins to ensure they are up to speed quickly, and swiftly add value to your business. The first 100 days are a critical period to make sure your new employee is fully engaged with their role and culture of your organisation.

Hunter Section proudly asserts an industry leading recruitment performance guarantee, whereby a replacement candidate is found or full refund is made should any candidate leave for any reason within the first 8 weeks of employment. This provides any employer with the security and protection they seek from the recruitment process.

However, there is a growing case that demonstrates that if specific support is provided after the initial 8 weeks, other significant benefits are to be gained. The prevailing weeks marks a period when new starters will fully 'bed-in' and explore their potential. Hunter Selection have partnered with Continuum Coaching who are experts in providing specialist support in the form of executive coaching. This support assists companies to accelerate the early performance of their new starters, set expectations and iron out any niggling issues.

Executive coaching is becoming more commonplace, and there is much written about the benefits to a business. The author Myles Downey explains;

*“ Why settle for competence when excellence is possible? ...Today’s organisations don’t need more efficiency – they need human creativity and imagination.... Coaching is increasingly of vital importance to the success of business and to the flourishing of individuals (these two being symbiotic),” ( Downey, Myles (2014); Effective Modern Coaching )*

Coaching allows your people to feel supported and heard, but it also allows them opportunity to reflect and use their wisdom, knowledge and experience to flourish. This creates much less reliance on line managers to be directive, and instead promotes problem solving and independence.

*“Coaching enables people to challenge their routines, to take a critical look at what they are doing and why. Quality coaching enables employees to identify and commit to new performance goals and to work out how to overcome the barriers. It allows behaviours to be discussed and priorities to be established. Most of all, however, it brings performance to the fore.” (Clutterbuck, D. and Megginson, D. (2005) Making coaching work .)*

Quality coaching enables employees to explore their own responses, power and responsibility, and think about how they can affect situations rather than just follow others. This leads to empowerment and motivation which, if harnessed during the first 100 days, is likely to be sustained and long lasting, making the whole recruitment process efficient and effective.

Continuum Coaching offer individualised coaching programmes to support you. We like to understand your business and the sector that you operate in. We will consult with you, so we understand the landscape of your business, along with the key challenges and opportunities that are presenting themselves. From that, we work with you to design an individual Coaching Plan that capture the specific outcomes you desire.

If you feel we could be of service to you, and for more information, please visit

[www.continuumcoaching.co.uk](http://www.continuumcoaching.co.uk)