

# Leadership Transition & Trust-Building Framework

After building your company, you want to ensure it continues thriving for years to come. Our proven process honed over 20 years guides you through the conversations, insights and clarity you need to transition your business smoothly.

## Helping With

## Employing Best Practices

## To Achieve



### Transition Mapping

- Message Development and Delivery.
- Confidential interviews and small group meetings.
- Facilitated group conversations.

- Clear understanding of the objectives and value of transition planning.
- Your interests and the interests of important stakeholders are heard and communicated.



### Co-Creating Focus

- Project kick-off and charter development.
- Coaching sessions with each stakeholder.

- Ownership, responsibility and participation is invited.
- The team co-creates targets, a clear mission, purpose and principles of success.
- Each team member's perspective and contribution is included.



### Team Alignment

- Introduction and training on team process to sustain and evolve project focus.
- Facilitated team operational meetings.

- Sustained, rock-solid action planning and evolution.
- Optimized individual preparation and contribution.
- Hyper-efficient operational meetings with tangible results.



### Legacy Building

- Introduction and training on successful one-on-one practices.
- Individualized observation, coaching and feedback to optimize one-on-one practices.

- Future-focused, meaningful dialogue between leader and each key stakeholder
- Collaboration and actions that serve today's leader and tomorrow's challenges



*"We hired Nevin to help foster an environment of high performance and psychological safety. He built effective relationships, provided keen insight and diagnosed an effective road map."*

~ **David Froh**, Vice President at Regina Food Bank.

Induction Consulting specializes in helping owners transfer power, leadership and strategic oversight.

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## Check-in Round

*Call out distractions and get present.*

## Surface Data

*A consistent way to maintain attention on the most important things.*

### **Checklists**

*An efficient way to confirm habits and direction.*

### **Metrics**

*A brief report on the latest data.*

### **Project Updates**

*Any updates? Sharing what has changed.*

## Structured Conversation

*Slowing us down to get more specific and actionable.*

### **Build a Live Agenda**

*Throughout the meeting, new topics are added as they come up.*

### **Address Each Item in Turn**

*What do you need? Action; Information; Surface Data; etc.*

## Closing Round

*In turn, each participant shares their closing reflection.*

## Video Description

[www.inductionconsulting.ca/meeting](http://www.inductionconsulting.ca/meeting)

