

# ASSIMILATION RESULTS

*Achievement Measures for Assimilation Phases*



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# ASSIMILATION COACHING ACHIEVEMENT MEASURES

Phase	Phase	Phase	Phase
1	2	3	4
<b>Entering &amp; Exploring</b> MONTHS 1-3	<b>Building a Foundation</b> MONTHS 2-6	<b>Achieving Results</b> MONTHS 5-10	<b>Fully Contributing</b> MONTHS 9+
<p>Understand organization's current strategy, structure, goals and priorities</p> <p>Clear on Role Expectations</p> <p>Understand current performance and capabilities of business unit</p> <p>Understand sources of power and influence in the organization</p> <p>Understand with whom it's important to build relationships in order to achieve my business objectives</p> <p>Understand key business objectives and immediate challenges in business area</p> <p>Understand employee relations climate</p> <p>Feel challenged but physically and emotionally healthy</p> <p>Feel confident that success is under my control</p>	<p>Have a clear vision of the organization I hope to create</p> <p>Clear on the short term (1-3 years) business priorities</p> <p>Aligned with boss and other key stakeholders on business priorities</p> <p>Identified the people with whom I need to establish alliances</p> <p>Identified some early wins</p> <p>Identified the forces working for and against change in my organization</p> <p>Developed communication plan and enlisted resources necessary to execute</p> <p>Clearly understand the structure and talent needed to achieve my vision</p> <p>Can openly discuss "emotional dips" with coach and have developed techniques to minimize adverse impact</p> <p>Increased awareness of when my emotional state reduces my capacity for effectiveness</p> <p>Assessed the outcomes of the assessments and have identified the priorities for my own development that are aligned with the business objectives</p>	<p>Gained understanding of where there is support and resistance for change initiatives and developed strategies to reduce resistance</p> <p>Received feedback which demonstrates that solid relationships with key stakeholders have been established</p> <p>Received positive feedback on my early win initiatives</p> <p>Took actions to align organization structure and people to meet business objectives</p> <p>Deal with my emotional reactions productively so that little or no relationship damage occurs</p> <p>Received feedback that indicates progress in developing key leadership behaviors identified in PHASE 2</p> <p>Integrated communication strategies in my daily interactions</p>	<p>Actively involved in corporate initiatives</p> <p>Able to more quickly recover from emotional setbacks</p> <p>Successfully launched a major change initiative</p> <p>Identified and developed plans to align the culture with my long-term personal vision</p> <p>Launched an initiative that will positively impact the strategic goals of a "key stakeholder"</p> <p>Identified and created development plans/strategies for high potentials within my organization</p> <p>Received positive feedback from people/stakeholders outside my organization about my initiatives</p> <p>Represent the corporation in an industry or community organization</p> <p>Understand the strategic direction of other areas and the impact on my business unit</p> <p>Received feedback which indicates that I have repaired damaged relationships</p> <p>Took action to develop leadership behavior in revised development plan</p> <p>Building mentoring relationships to assist in my development and the development of others</p>