

The Transition Acceleration Program

Your Secret Weapon in the War for Talent



The market for talent is fierce

72% of CEOs are concerned about the availability of key skills.

Source: [pwc, 19th Annual Global CEO Survey / January 2016](#)

86% of recruiters and 62% of employers believe that recruiting is candidate-driven, up from 54% in 2011.

Source: [MRINetwork, Recruiter Sentiment Study 2016](#)

It is becoming increasingly difficult to fill positions. 65% of recruiters claim talent shortage is the biggest challenge in hiring.

Source: [Jobvite](#)

And the cost of losing talent is steep...

- The average cost of replacing an employee is between 16 and 20% of that employee's salary
- The organizational costs of employee turnover are estimated to range between 100% and 300% of the replaced employee's salary
- Nearly 33% of new hires look for a new job within their first six months on the job
- 23% of new hires turnover before their first anniversary



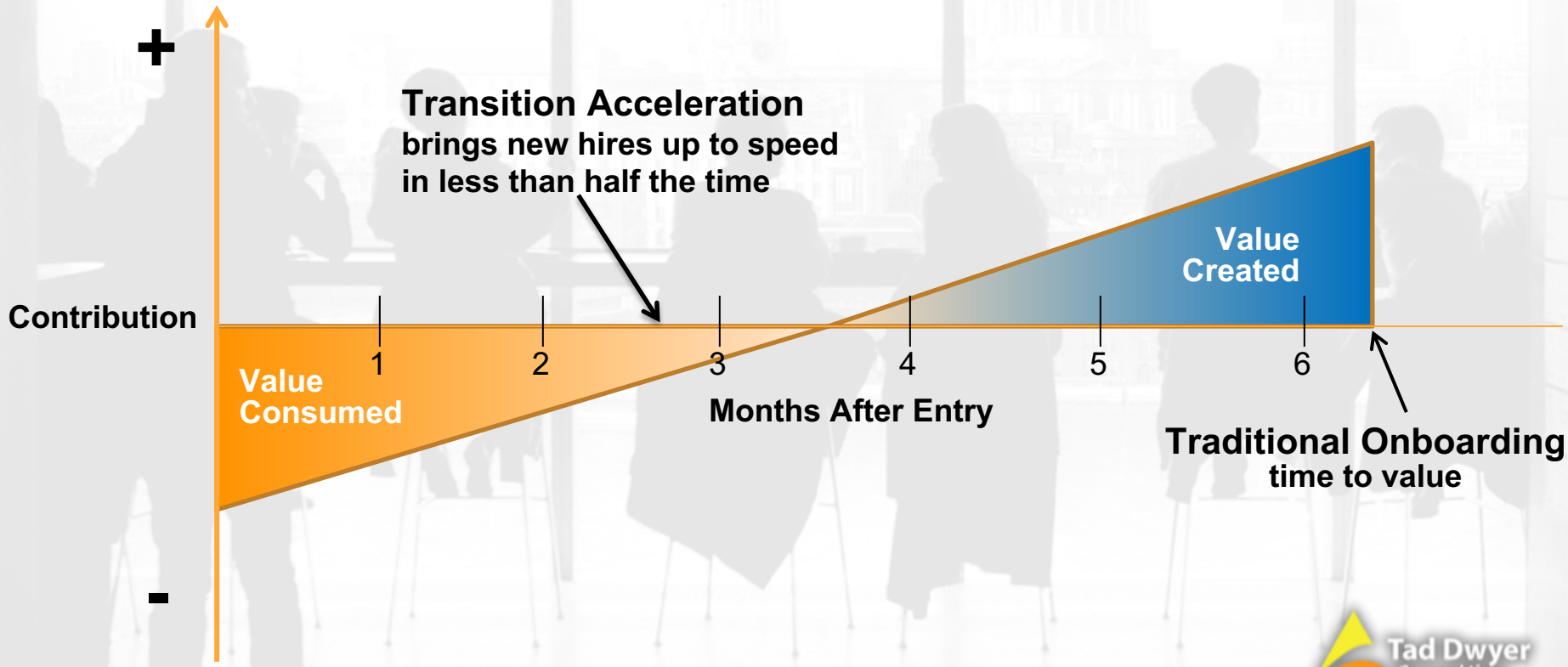
Newly hired employees expect a great initial experience with their new company

69% of employees are more likely to stay with a company for three years if they experience great onboarding

Transition Acceleration is...

- **Clearly written expectations and partnership from the hiring manager before day 1 to ensure immediate goal alignment**
- **1-1 coaching from industry and transition acceleration experts who have guided hundreds of leaders to successful new beginnings**
- **Execution of concrete wins that add immediate value to the company**
- **Just in time, customizable tools and templates at every phase of the process to frame success and avoid “derailers”**
- **Culminating meeting experience that sets the stage for success far beyond the leader’s initial onboarding**

PE demands that new hires add value quickly



Source: Watkins, Michael, *The First 90 Days*.

Transition Acceleration = one of a kind results

**9X ROI in time to
value savings alone**

**Goal realization in
half the time**

[Note: Calculate full ROI for any position at taddwyer.com](http://taddwyer.com)

TAP gives new hires a valuable, objective sounding board (TAP facilitator) and the hiring manager the ability to avoid costly transition derailers.

“I’m so glad we have this process and the TAP Facilitator. It took away some of the guilt I felt in not being able to spend all the time I wanted to with the new hire.” Hiring Manager

100% of participants surveyed recommend their company continue to invest in the Transition Acceleration Process.

“Far superior to other onboarding experiences. Ownership of the process, thought put into the process, syllabus, interpersonal emphasis, meaningfulness to my boss/company.” TAP Participant

Tad Dwyer, CEO



- Over 20 years experience onboarding and coaching executives, leaders & key contributors for over 100 companies
- Over 12 years PE expertise - understand model, industry practices, and urgent need to get it right the first time
- Consistently deliver on what PE CEOs & C-Suite want out of their leaders
- Fine tuned Transition Acceleration to deliver on Arsenal's expectations of leadership and have consulted with more than 20 portfolio companies

"The Transition Acceleration Program Tad manages for our 15+ businesses has had an enormous impact. We are able to get new executives productive immediately in a focused and valuable way; our ROI is less than a week and our return thereafter is exponential!"

Joelle Marquis, Partner, Arsenal Capital Partners.