IP BEST PRACTICES

Leadership Launchpad

A best practice shared by Ike Fokkema.

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Leadership Launchpad

Enables new leaders to integrate successfully in culturally complex organizations, complementing traditional onboarding with cultural and systemic integration.

Key steps

Support leaders on three levels: aligning personal values and leadership style, building trust and shared ways of working with the team, and understanding unspoken rules, values and deeply rooted behaviours within the organization.

Make cultural complexity across functions, units or countries visible and actionable, accelerating clarity, connection and effectiveness, using proven, research-based tools to shorten time-to-impact and increase retention.

Structure the journey across the first 90 days: insight (30 days), relationship building (60 days), trust and performance (90 days).

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