

LEADERSHIP GROWTH

CAREER TRANSITION

ROLE TRANSITION

**ROLE TRANSITION
COACHING
FOR SENIOR LEADERS**

MORE SUCCESS, MORE JOY

A Brighter Life

Why Transition Coaching?

40% of CXOs fail within the first 18 months*

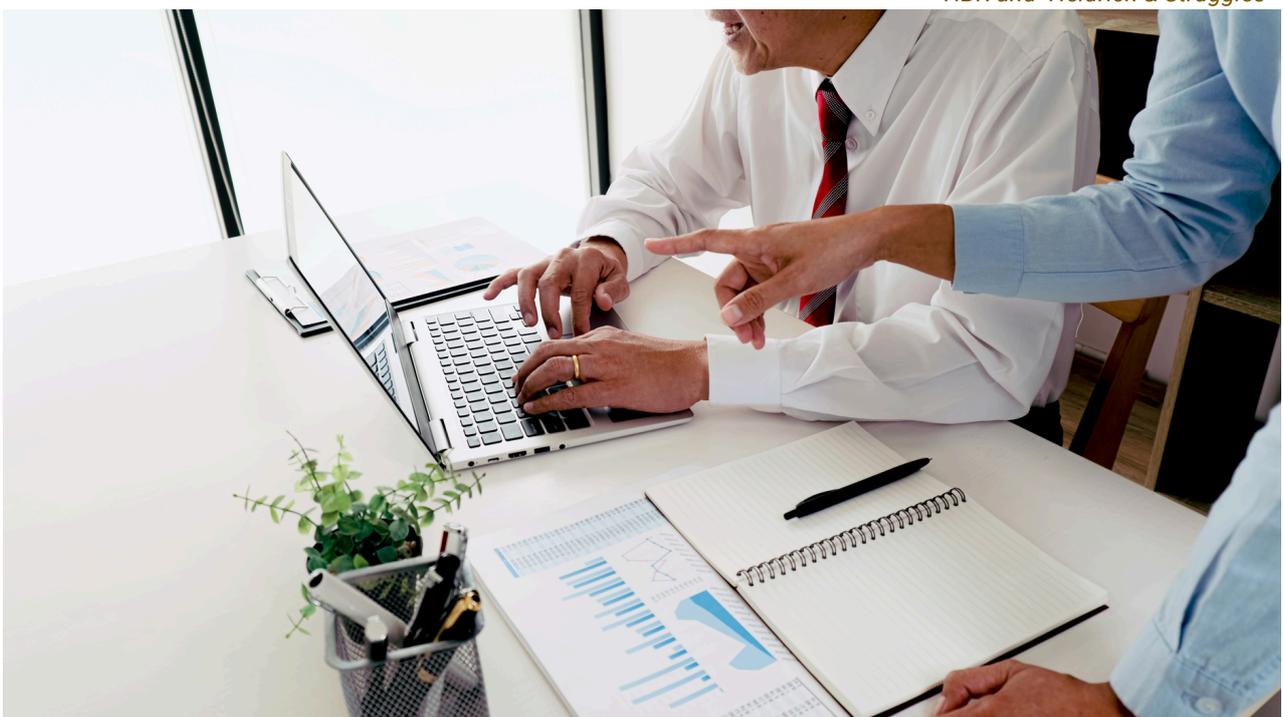
Senior Leadership Role Transitions are high-stakes moments – both for the leader stepping into a new role and the organization. Whether it's an internal promotion or a new hire, the first 180 days are critical. This is when perceptions are formed, influence is built and business impact is expected.

The first 180 days can be overwhelming for leaders - managing key stakeholders, aligning teams, adapting to a new culture and delivering quick wins – all while navigating the uncertainty that comes with change. That's exactly where **Transition Coaching** comes in.

Our **1:1 Structured Role Transition Labs** are designed to support senior leaders through this pivotal journey. It helps them gain early clarity, build trust with stakeholders, accelerate alignment, and lead with confidence.

For organizations, this means faster integration, higher retention, and better business outcomes.

**HBR and Heidrick & Struggles*



NEW

The Leadership Transition Lab

Over years of coaching Senior Leaders in role transitions, we realised the need for a specially designed Structured Role Transition Lab.

We are happy to introduce a First of its Kind 1:1 offering for Senior Leaders - **THE LEADERSHIP TRANSITION LAB** to enable them to settle in a new role with ease and create an early impact in the first 180 days.

The Leadership Transition Lab is specially designed for:-



New Laterally Hired Leaders



New Internally Promoted Leaders

Key Features

- Unique program based on global best practices
- 180 Day Hi - Impact Structured Executive Coaching
- Strengths Profiling of the Leader
- Stakeholder Interviews to align role expectations
- One to one, 100% customised sessions
- One key theme addressed every month
- Combination of coaching conversations and structured worksheets and exercises

Program Modules

The Leadership Transition Lab is a 6 month structured program spread across 20 contact hours and will cover the following themes:

- 1 Self Discovery** - Values, Strengths, Aspirations, Career Objectives, Limiting Beliefs
- 2 Building Stakeholder Relationships** - Understanding expectations of important stakeholders and clarifying the role
- 3 Team Assessment** - Assessing the current team and taking steps to align and build trust to establish a High Performance Team
- 4 Cultural Integration** - Understanding and assimilating the new culture and learning to navigate the system
- 5 Vision** - Formulating a long term vision & strategic plan for the role/ department/ mandate
- 6 Executive Presence** - Building Influence in boardrooms, peers and team alike

Benefits for the Leader

- Leader does not feel alone in the first 6 months and has a sounding board to discuss his thoughts and experiences
- The structure ensures that all critical aspects of settling in are systematically addressed by the leader
- The program ensures that leader does not get sucked into operational issues and finds space for zoomed out, reflective thinking
- Leader accelerates his growth in leadership capacity with coaching support

Inside OUT Outside IN

At A Brighter Life, we follow a philosophy of “Inside Out” and “Outside In” to bring about **sustainable shifts in behavior**



Inside OUT

1. Becoming more self-aware of how one's Strengths & Values drive behavior
2. Understanding the blind spots that may impact success
3. Challenging the current limiting beliefs & ways of thinking

Outside IN



1. Identifying the strengths of the leader
2. Understanding stakeholder expectations through interviews
3. Monitoring progress through stakeholder observations & feed-forward

Thus, we are able to combine the **power of inner transformation with outer leadership actions based on stakeholder feed-forward**. We work with the leader to create a customized intervention depending on what they need.

Case Study - II

An Indo Japanese JV organization hired a new CXO.

The key leadership challenge for the CXO was to elevate his leadership style to the more senior level and simultaneously adapt to the culture of the organization as well as the Japanese way of working.



The CXO underwent a **Role Transition Coaching** with the following aspects being addressed:

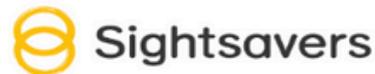
- The leader understood that some of his leadership behaviours and expectations were not suitable to the new environment. He slowly let go of these and chose new way of doing things.
- He reflected on the Japanese business etiquette, and learned to flex his leadership style without losing authenticity.
- He built a calmer and more impactful executive presence to establish credibility with the management.

As a **result**, he built a lot of trust with the Japanese stakeholders and was elevated to take on a larger responsibility in the organization within 10 months.



The CXO transitioned from feeling “stretched and reactive” to “strategic and composed” by the end of the transition coaching.

We have coached leaders across:





Yoshita, our Transition Expert believes -

Stepping into a new leadership role is a chance for the leader to discover and grow into their next level as a human too!



Exceptional Woman of Excellence



Influential Coaching Leaders India



Top Executive Coaching Leadership Development Voice

Yoshita Swarup Sharma

CEO & Founder of A Brighter Life
Executive Coach & Facilitator

Themes

ROLE
TRANSITION
COACHING

EXECUTIVE
COACHING

LEADERSHIP
DEVELOPMENT

LEADER
AS A COACH



Certifications

- ICF Certified PCC & Mentor Coach
- Strengthscope Certified
- Certified MBTI practitioner
- INIFAC Certified Facilitator
- Inner Child Therapy
- Advanced NLP Practitioner.

Profiles Coached



- CXOs / CEO/ MD/ Founder/ Promoter
- HODs, Directors, Senior Vice Presidents
- GMs
- Women Leaders



Work Experience

- With a total of 26 years of experience.
- 14 years in Executive Coaching & Leadership Development, having coached and trained CXOs and Senior Leaders across 70+ organizations, with expertise in CXO Role Transitions.
- 11 years of expertise in the marketing domain in top-notch FMCG & Healthcare organizations like Coca-Cola, Dabur and Ranbaxy, managing brands and P&L for Volini, Gulabari, Hajmola, etc.

Leaders Speak for Yoshita



Alok Karkera

Group Head @ Axis Bank
| Ex Banker @ Citi

"I'm able to handle situations and people in a far better manner than before. It has been an absolute joy to work with Yoshita. She helped me acknowledge my areas of development in no time and guided me towards addressing them. Her empathy and patience are her assets which immensely helped me in my journey toward self-development. Sessions with her helped me recognize that strengths of mine which when in overdrive were in a way sabotaging my career growth. (It was very counterintuitive – because they were my 'strengths'!) She helped me understand how to check my certain strengths from going into overdrive. I highly recommend Yoshita to anyone who wants to undergo professional coaching with her."



Rajkul Fulzele

Sr.GM - Strategy &
Analytics - Lupin

"Yoshita enabled me to open up my basic idiosyncrasies to identify the deepest causalities that were between me and my goals. She puts you in the driving seat, so the attributes' transformation is real & sustainable. She opens up your blind spots & energizes you to achieve greater ambitions."

Leaders Speak for Ashwni



Suveer Kumar Gupta
MD & CEO - Shivalik
Small Finance Bank

"As a leader struggling with conflicting thoughts, I was lucky to have found Ashwni. He is an excellent coach and mentor. He has coached me to become a better leader and, in the process, has helped me find some invaluable insights about myself. He has made me look inwards and search for limitations that tend to slow down my journey towards becoming a better leader. In the process, I have made peace with my inner most emotions and laid the conflicts to rest. His method involves asking questions and making you reach inside your carefully guarded self for honest answers. Once you know better, he guides you on the journey to transformation. Not to forget that he is very friendly, informal and an absolute pleasure to talk to. In him, I have found a friend, philosopher and guide. I highly recommend Ashwni for anyone looking for his/her true meaning in life."



Deepak Kumar
CHRO - Sidel Group,
Sidel

"I engaged Ashwni as an Executive Coach to help me re-energize my team and support me navigate my organization through the challenging times. I have found his coaching and methods very insightful and innovative. Most importantly, his coaching has enabled my journey to a different level of leadership- collaboratively working with my peers and giving more space to and enabling the growth of my team. He is very thorough and uses a variety of methods both at the behavioral level and further deeper level that has made my leadership transformation easier and permanent. Thank you, Ashwni for your impactful and empathetic support and help me become the professional that I have the potential of becoming."

Let's Connect

If you are keen to TRANSITION
your leaders with ease.



Ashwini Kumar Sharma

in **Ashwini Sharma**

MD, A Brighter Life
MGSCC Executive Coach &
Self Mastery Coach

Yoshita Sharma

in **Yoshita Swarup Sharma**

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