

The Visionary/Integrator Process

Successful Integrator Hire



<p>Ensure Visionary readiness</p> <p>Prepare organization readiness</p> <p>Create transition plan</p> <p>Develop Integrator search plan</p> <p>Engage Stakeholders</p>	<p>Develop new reporting structure</p> <p>Determine Visionary unique-ability</p> <p>Leverage Visionary passion</p> <p>Develop Visionary scorecard</p> <p>Gather Stakeholder input</p>	<p>Ideate activities</p> <p>Create Scorecard and develop Accountabilities</p> <p>Determine Success factors</p> <p>Assign time allocation and priorities</p> <p>Gather Stakeholder input</p>	<p>Create ideal profile to achieve success factors</p> <p>Determine Personal skills and workplace behaviors</p> <p>Determine culture fit</p> <p>Gather Stakeholder input</p>	<p>Share Scorecard and determine interest</p> <p>Screen for culture fit</p> <p>Determine job fit</p> <p>Screen using behavior-based interviews</p> <p>Gather Stakeholder input</p>	<p>Review Integrator scorecard</p> <p>Create Integrator development plan</p> <p>Review Visionary's leadership style</p> <p>Layout Visionary/integrator success plan</p> <p>Develop stakeholder plan</p>	<p>Ensure Same page alignment</p> <p>Clarify communications</p> <p>Facilitate monthly Visionary and Integrator check-in</p> <p>Conduct quarterly Integrator scorecard review</p> <p>Ensure Stakeholder acceleration</p>
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The Power is in the Process • The Magic is in the Tools