

New Leader Transitions

**New roles are your biggest
opportunity to lead differently.
Let's make the most of it.**

An 8-week cohort for leaders
navigating high-stakes transitions



Most leaders walk into a new role with authority but without the relationships, context, or credibility that actually determine success.

They move fast. They miss signals. And months in, they wonder why things aren't landing the way they should.

HYPHAL was built for this moment.

In this small-group cohort (6 leaders max), you'll navigate your transition with structure, peer support, and methods that actually work.

Faster time to impact. Deeper relationships. A strategy that sticks.

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Most leaders are set up to struggle*

Not because they aren't capable. Because nobody gave them what they actually needed.

30% Reported receiving integration support for a new role

81% Of those who received integration support felt that it was beneficial

When a leader steps into a new role, the clock starts immediately. Stakeholders form first impressions. Relationships either begin or stall. Political capital is built — or missed entirely. And yet most organizations treat onboarding like a logistics exercise — paperwork, logins, a few intro calls — then expect results.

The reality is that meaningful integration takes time. Most leaders report it took six months or more to reach full impact in a new role. And most leaders navigate this terrain without a structured way to build the relationships, clarity, and credibility that actually determine success.

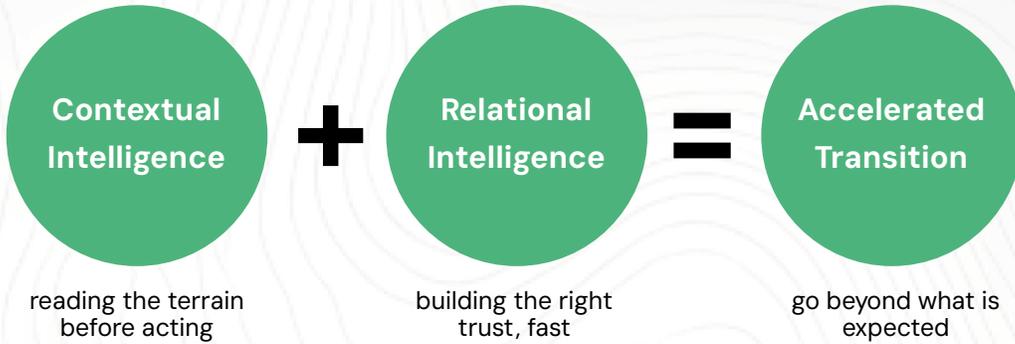
Leaders deserve better than that.

HYPHAL was built from this belief. Not as another onboarding checklist, but as a structured, human way to navigate the terrain that no org chart or orientation session ever covers — the informal networks, the unspoken culture, the relationships that make ideas move.

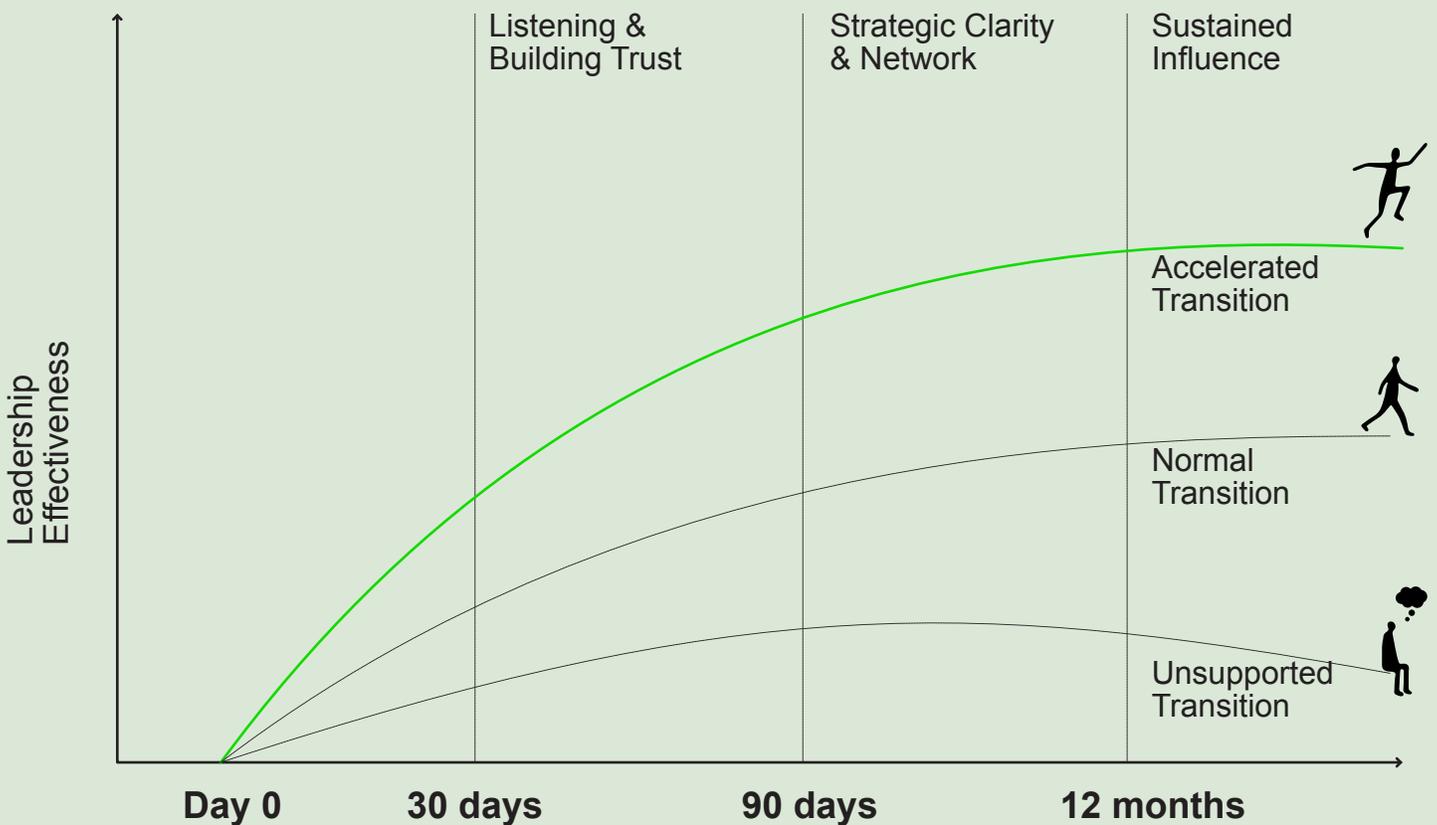
Wherever you are in your transition — week one or month six — this is exactly the right moment to invest.

Two things separate leaders who thrive from those who struggle.

It's not IQ. It's not experience. It's not even preparation.



Accelerated Transitions vs. Navigating Alone



The NLT program is specifically designed to compress your path to the green line. In 8 weeks, you'll build both intelligences — with peers navigating the same terrain, led by facilitators who've done it across industries and cultures.

Transition Stories

Three Different Transitions. One Common Need.

Every leader's situation is different. But the underlying challenge is almost always the same:

- You're capable — but the terrain is new, and the old playbook doesn't quite fit
- The relationships you need haven't been built yet
- You have authority — but not yet the trust that makes authority work

If any of that resonates, you're in the right place.

Small to Large Organization Transition



Aisha — VP of Offering Management

An external change agent, stepping into a new company. Track record of successful product launches. She must earn trust before she can drive change.

Geographic Transition



Raj — VP of Engineering

Promoted across regions to lead a US engineering team. He needs to build credibility while navigating cultural differences.

Change in Role Transition



Jamie — Business Unit General Manager

Promoted from corporate HQ to run a full P&L. Faces the challenge of shifting from strategic oversight to hands-on business leadership.

Transition Stories

Small to Large Organization Transition



Aisha — VP of Offering Management

An external change agent, stepping into a new company. Track record of successful product launches. She wants to build trust quickly so her ideas can land.

Journey *Without* Support

- Jumps in fast with a product innovation agenda
- Fails to understand team's past accomplishments and challenges
- Pushes changes, meets resistance, starts bulldozing due to her tendency to move quickly
- Trust erodes, team disengages



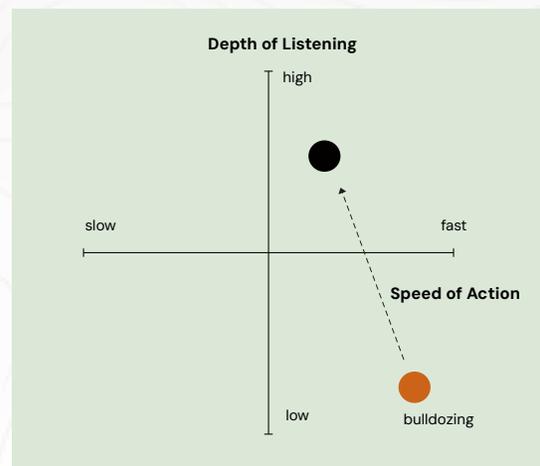
With the New Leader Transition Program

- Recognizes her bias for acting quickly, redirects her energy
- Designs and runs structured listening sprints
- Builds trust by acknowledging past successes
- Co-creates experiments with the team
- Becomes the adaptive disruptor —ultimately seen as a respected change agent



“I stopped trying to prove myself and started listening. That shift changed everything.”

Aisha's Shift



Key Methods Used



Transition Stories

Geographic Transition



Raj — VP of Engineering

Promoted across regions to lead a US engineering team. Excellent technical skillset. Used to working in a hierarchical culture.

Journey *Without* Support

- Falls back on his old cultural leadership style
- Struggles with new cultural codes in the US
- Over-relies on former methods
- Still finding his footing with the new culture

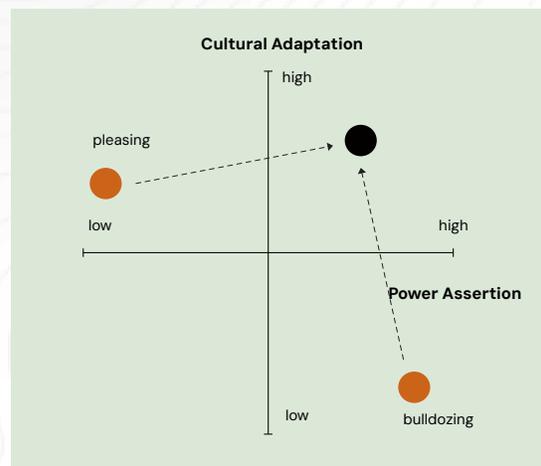


With the New Leader Transition Program

- Understands leadership style
- Runs listening sprints, maps the new culture and unspoken norms
- Adapts his authority style and upskills on influencing vs asserting
- Over time seen as the highly adaptable leader—credible and respected in the new region

“I finally understood the culture I was actually in, not the one I imagined.”

Raj's Shift



Key Methods Used



Transition Stories

Change in Role Transition



Jamie — Business Unit General Manager

Promoted from corporate HQ to run a full P&L. Great with big ideas and strategy frameworks.

Journey *Without* Support

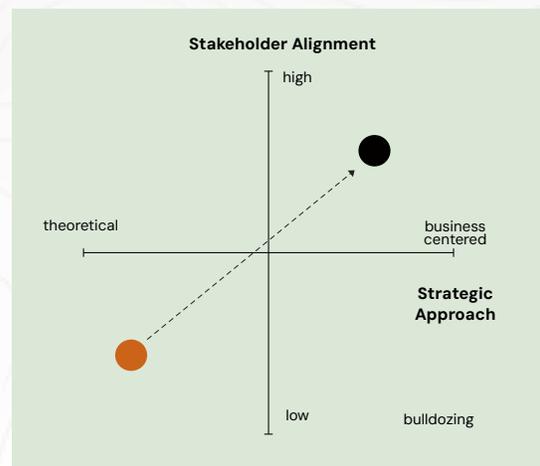
- Brings corporate frameworks and language
- Misses' frontline realities and urgency
- Alienates local teams
- Loses touch with frontline realities



With the New Leader Transition Program

- Recognizes bias for theoretical concepts and ivory tower leadership
- Maps organization, listens to market-facing teams and plant workers
- Builds quick wins aligned to local priorities
- Rebalances strategy with practical execution
- Over time seen as a trusted manager
-

Jamie's Shifts



Key Methods Used



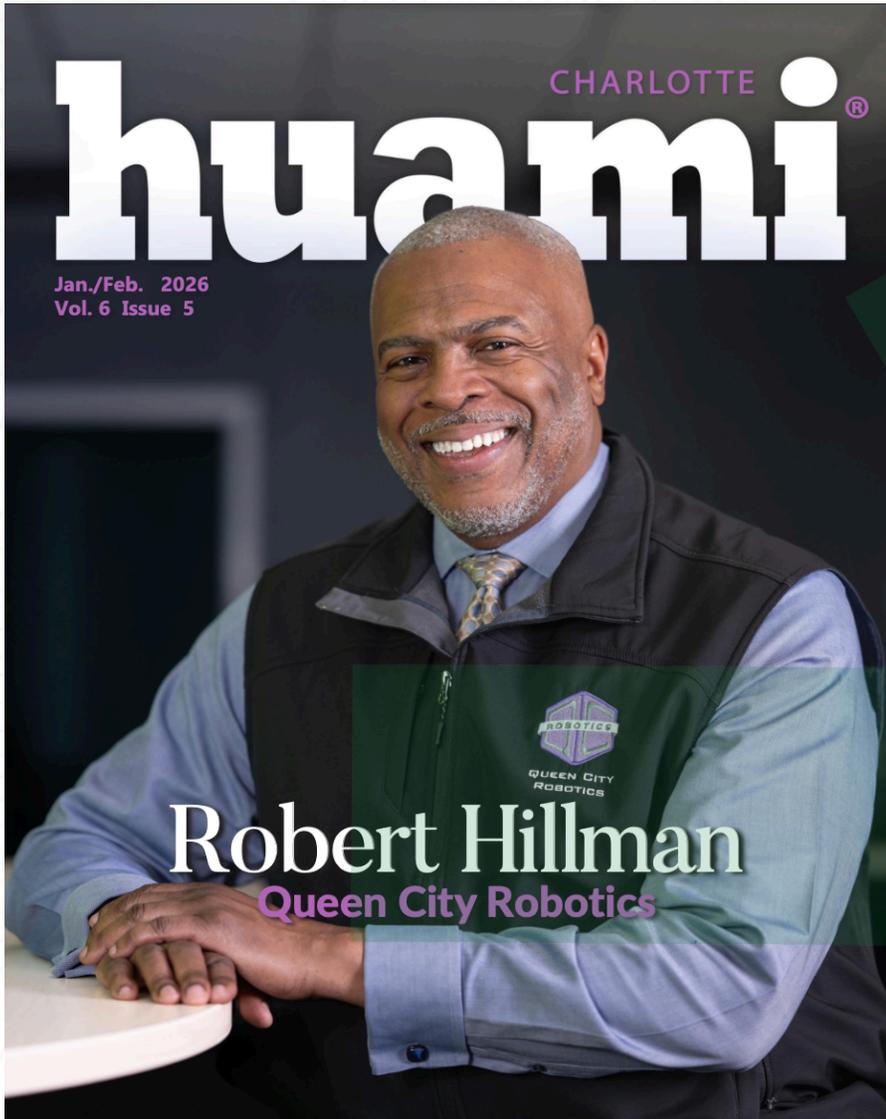
“The team started coming to me. I hadn't even realized they'd stopped”

These stories aren't exceptions. They're the norm. They're human.

Most new leaders are set up without the support they deserve — given authority without relationships, frameworks without space, and pressure without perspective.

The New Leader Transitions program was built to change that.

From the Field



Robert Hillman, CEO Queen City Robotics Alliance.

MIT-trained engineer. NYU Stern MBA. Career spanning Teradyne, Bank of America, and Barclays. Robert brought world-class experience to a mission-driven CEO role — and invested in making the most of it.

"Walking into a new organization as CEO, there are a hundred things pulling at you — everyone has an opinion, everyone has a priority. Working with Niteesh helped me and our team cut through that noise and land on two strategic focus areas that actually mattered. Within three months, we had a direction the whole team could get behind.

My advice to any new leader: make space for the conversations, listen deeply, but then synthesize what you've heard and act from conviction."

— Robert Hillman, CEO, Queen City Robotics Alliance

Do you see yourself in one of these stories?

The founding cohort has 6 seats. We'd love to have a conversation about whether this is the right fit for where you are.

→ Schedule a 30-min conversation: calendly.com/hyphal/30min

What's Included



8 live sessions

Real-time coaching on what you're navigating right now, not generic leadership theory



Downloadable workbook

A complete workbook you keep — with activities mapped to your transition, not generic best practices



3 diagnostic tools

applied directly to your actual transition, producing insights you can use immediately



Access to cohort of peers

5 other leaders in active transition, solving the same challenges at the same time



14 transition tools

a complete toolkit built for the exact moments that define whether a new leader thrives or stalls



3 office-hours sessions

Bring any challenge, get direct expert support on what you're facing this week

Additional Benefits

- Lifetime access to all future program updates and curriculum evolution
- Founding Partner recognition in the HYPHAL community
- Access to partner gatherings for alumni



Cohort Journey

Eight weeks. Three cycles. One clear direction.

Each week builds on the last. Each assignment is applied directly to your real transition — not a case study.

WEEK	FOCUS	DESCRIPTION	ASSIGNMENT
Cycle 1: See yourself clearly			
WEEK 1	Introduction	Mapping your job context, accomplishments	Inventory of accomplishments and challenges faced
WEEK 2	Leadership patterns and shifts	Understand your default leadership patterns, identify shifts,	Leadership shifts matrix
WEEK 3	Transition biases and leadership narrative	Get to know how to avoid the four transition traps and craft your leadership narrative	Leadership narrative
Cycle 2: Build Alignment & Influence			
WEEK 4	Team understanding	Understand your team at a deep level, their motivations and their core strengths	Agility maps, Empathy maps
WEEK 5	Navigating tough conversations	Learn a structured approach to navigating difficult conversations with direct reports, peers, and stakeholders	Leadership narrative
WEEK 6	Leveraging informal networks	Understand the power of informal networks and stakeholder maps	Develop V1 of your informal networks and stakeholder maps
Cycle 3: Shape Strategy & Drive Action			
WEEK 7	Understanding culture and decision making	Learn how to identify hidden dynamics governing meetings and decision making	Map culture for crucial meetings
WEEK 8	Understanding perceptions and priorities	Learn how to using deep listening sprints to understand how your team is perceived and what is important vs not	Develop and execute a listen/build sprint
Capstone: Your 30 / 60 / 90 Day Impact Plan			
Leadership Challenge	Identifying a key leadership project	Based on insights from your listen and build sprint – develop a key leadership initiative	Develop 30/60/90 plan and execute it

Our Team

We have navigated multiple high-stakes transitions — across geographies, cultures, and industries — from aerospace and healthcare to enterprise software. Our experience spans Fortune 100 giants, fast-moving startups, and mission-driven nonprofits.



Niteesh Elias

facilitator and co-founder

- 20+ years leading teams and human-centered product innovation inside Fortune 100 organizations — including Honeywell
- Cross sector experience aerospace, energy, HR, and digital transformation
- Has personally navigated complex career and cultural transitions — applying design and systems thinking to move from engineer and designer to executive leader to founder
- Holds a degree in Computer Science from the University of Bombay and completed executive studies in Business Innovation at HEC Paris
- Board member — Arts+, Queen City Robotics Alliance and One Voice Chorus



Melissa Lenk

strategic advisor

- Organizational development leader with experience across government, nonprofit, and private sectors — working across diverse geographies and cultures
- Designed and led leadership development programs at Honeywell and Cargill — helping senior leaders navigate complexity and drive meaningful change
- Brings a cross-cultural and systemic perspective — bridging strategy and practice to align people and organizations around shared purpose
- Master in Public Administration from the Harvard Kennedy School
- Bachelor of Science in International Business, Soviet Studies, and Computer Information Systems from St. Cloud State University's Herberger Business School



Jeffery Yip

strategic advisor

- Associate Professor of Management and Organizational Studies at Simon Fraser University — teaching leadership in Executive MBA and executive education programs
- Recognized for his “listen and build” approach — leading change by building trust and influence through deep listening
- Faculty in executive programs including the AI-Empowered Leadership Program at SFU and the Technology Leadership Program for CIO Canada
- Co-author with the North Carolina Center for Creative Leadership; published in Harvard Business Review, Psychology Today, and peer-reviewed journals
- Fulbright Scholar; PhD in Management from Boston University and Master's in Human Development and Psychology from Harvard University



Brooke Shaffner

facilitator and co-founder

- Writer, educator, and editor centering generative listening and narrative design as forces for connection and transformation
- Award-winning author of Country of Under (Split/Lip Press, 2024); currently at work on a hybrid memoir blending personal history with collective healing
- 20+ years teaching and mentoring writers across universities, K-12 schools, and community organizations — guiding people to tell the stories that scare, challenge, and transform them
- Integrates storytelling and generative listening to help leaders surface hidden narratives, connect across difference, and build cultures of possibility
- MFA in Creative Nonfiction from Columbia University (Dean's Fellow); BA in English from Davidson College (Charles Lloyd Writing Award)

Participant Experience



Learn

Each week, the facilitator breaks down the why, what, and how of a core topic — clearly and practically.



Try

This isn't theory-heavy. It's experiential. Every session includes focused exercises and real-world assignments designed to move you forward — not just increase awareness, but create momentum.



Share

You'll share what you're learning with peers and instructors, building on each other's insights and patterns.



Reflect

Reflection is built in. Progress happens through action. You learn by doing — and by iterating with each cycle.

Outcomes

What does a faster, stronger transition actually mean for your career?

Research shows that leaders who navigate their first months effectively are significantly more likely to exceed performance expectations at 12 months, earn faster advancement, and build organizations that retain talent.

The NLT program is designed to produce exactly these outcomes — systematically, not by luck.



Shorter Time to Impact

- ↑ High-quality strategic decisions
- ↓ Rework and false starts
- ↑ Credibility in your first 90 days
- ↑ Momentum on priority initiatives



Stronger Networks of Support

- ↑ Cross-functional alignment
- ↑ Political capital and sponsorship
- ↓ Hidden resistance
- ↑ Early visibility into risks and opportunities



Clearer Strategic Focus

- ↓ Noise and reactive work
- ↑ Sharper priorities
- ↑ Faster trade-off decisions
- ↑ Organizational clarity around “what matters now”



Leadership Presence & Agency

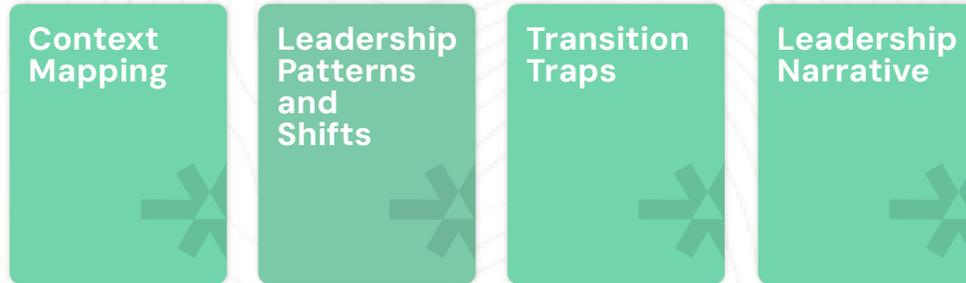
- ↓ Stress driven by ambiguity
- ↑ Confidence in high-stakes conversations
- ↑ Ability to influence without authority
- ↑ Authentic, grounded leadership

Methods Map

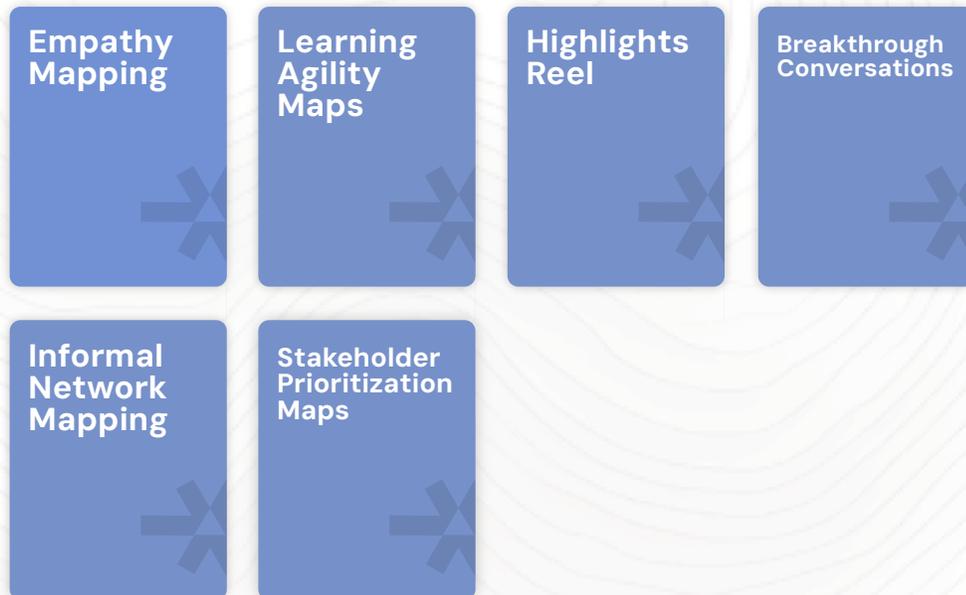
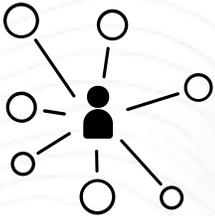
Use expert-synthesized methods from design thinking and organizational psychology to accelerate your transition.

Every method in this program was chosen because it works in real transitions — not because it sounds good in a workshop.

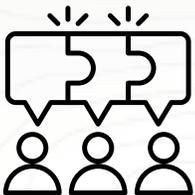
Cycle 1: See yourself clearly



Cycle 2: Build Alignment & Influence



Cycle 3: Shape Strategy & Drive Action





YOUR NEXT STEP

Your transition doesn't have to be something you endure. It can define your next decade.

The leaders who thrive aren't the ones who work hardest in their first months — they're the ones who work *differently*. That's what this program is built to help you do.

COHORT INVESTMENT

\$3,300

One-time. Everything included.

Founding Partner Rate

WHAT THIS MEANS FOR YOU

For leaders whose transitions influence teams of 10–50 people and initiatives worth multiples of that, this is a decision that pays for itself in the first few months.

Founding Partners also receive lifetime access to all future program updates

6

seats total per cohort.

Designed to stay small — so every session is specific to what you're navigating, every peer is genuinely in it with you, and every conversation is real.

TWO WAYS TO TAKE THE NEXT STEP



APPLY NOW

Schedule an exploratory conversation
<https://calendly.com/hyphal/30min>



ASK A QUESTION

niteesh@hyphal.work

Join us in building a more human, connected way to lead.

www.hyphal.work