



BUSINESS CASE STUDY

Elevating the senior CXO- leadership to drive a transformational culture

THE PROBLEM

How does a prominent private bank enable its top-level CXOs to foster transformational leadership and enhance stakeholder management for achieving its strategic objectives.

Our focus was to design a proactive approach that addresses each participant individually with a forward-looking and a long-term solution to maintain a competitive advantage.



ORGANISATION:

A Prominent Private Bank



COHORT SIZE:

3 Participants



TARGET LEARNER'S GROUP:

CXO Level Leaders (BU Heads)



THE SOLUTION

Our strategy centred on creating individualised plans for each participant. To enable us to gain a deeper understanding of their unique strengths, challenges, and areas for growth, we first conducted a diagnostic coaching needs analysis.

We then designed focused one-on-one coaching sessions with industry expert coaches who were carefully matched with the personalities and goals of each CXO leader.



Diagnosing the Learning Needs

To maximise the potential of each leader, we recommended a personalised approach which included a Gallup Strengthsfinder Assessment, individual focus groups, and self-reflection forms.



Designing a Blend of Interventions

We provided each participant with a comprehensive package of six coaching sessions held virtually, tailored to their unique coaching needs and led by expert coaches in their respective fields.



Delivery and Execution

The coaching sessions allowed the participants to develop the necessary skills and competencies to become effective leaders, while also providing them with ongoing support and guidance throughout their leadership journey.

The result was a transformative experience that enabled the CXOs to achieve their personal and professional goals and drive success for their organisation. We were able to support the bank in developing a strong leadership culture, resulting in better performance and growth.

THE IMPACT

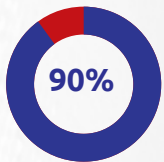
Participant Score Progress



3 OUT OF 3

*Participants saw an upward movement in scores upon completion of the program.

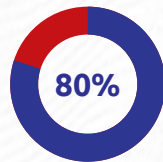
Highest improvement categories for the participants



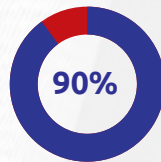
Program effectiveness



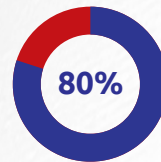
Positive behavioural changes



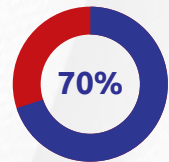
Strategic alignment



Personal growth



Leadership development



Organisational performance enhancement

*The data is a comparison between the pre and post program assessment score

Growth highlights



INDIVIDUAL

- Growth mindset
- Leadership & Stakeholder Management
- Greater alignment with company goals
- Emotional intelligence



ORGANISATIONAL

- Adaptability and change management
- Strategic decision-making
- Leadership transformation



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