

BUSINESS CASE STUDY

Grooming middle-level management for their next leadership role



ORGANISATION:

A Multinational Automobile Corporation



COHORT SIZE:

70 Participants



TARGET LEARNER'S GROUP:

AGMs and Senior Managers

THE PROBLEM

How do we enable senior leaders in a multinational automobile corporation to gain a deeper understanding of their individual strengths, leading to enhanced leadership effectiveness and improved organisational performance?

The focus was on developing leaders who can navigate the ever-evolving and complex business landscape. This would help the corporation better position itself for long-term success



THE SOLUTION

The approach we designed had the senior leaders first identify their leadership style, the areas they needed improvement or growth—with the Gallup assessment. The 3 months project had an intervention for 70 participants in the form of an assessment briefing, 3 on-site training sessions, and a virtual industry connect. At the end of the Program, the participants created their vision boards.

To support them in developing a more well-rounded leadership style we utilised data from the assessment, and had each participant create a vision-board of their learnings. They then showcased it through a presentation on business challenges.



Diagnosing the Learning Needs

To effectively diagnose the learning needs of the organisation, we implemented the Gallup Assessment Program, which included an expectation form for participants to fill out and share.



Designing a Blend of Interventions

The intervention comprised of a comprehensive roadmap for the senior leaders and was a combination of:

- On-site training workshops focused on leadership effectiveness to enhance their skill in a focused and immersive environment.
- Industry connect with a global leader who possesses knowledge and expertise in leadership for insightful global perspectives.



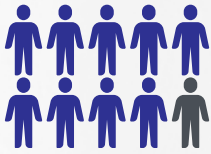
Delivery and Execution

Our comprehensive approach enabled 70 senior leaders to be successfully trained on the critical themes of accountability, collaboration, and high-performing teams.

By advancing their leadership development and enhancing the skills of its leaders, we helped position the multinational for long-term success, driving organisational growth and achieving strategic objectives, creating opportunities for innovation and sustainable growth.

THE IMPACT

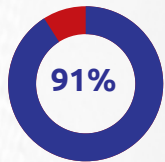
Participant Score Progress



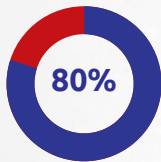
9 OUT OF 10

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

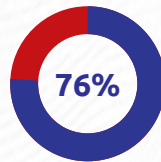
Highest improvement categories for the participants



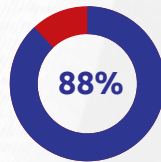
Enhanced self-awareness



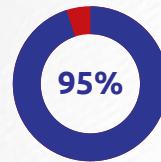
Leveraged strengths to maximise performance



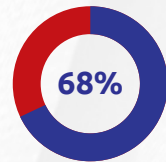
Improved decision-making



Built high-performing teams



Increased strategic thinking



Strengthened stakeholder relationship

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

Growth highlights



INDIVIDUAL

- Enhanced skills and competencies
- Greater self-awareness
- Improved team performance
- Effective decision-making



ORGANISATIONAL

- Enhanced leadership capabilities
- Increased productivity
- Better teamwork and collaboration
- Increased creativity and innovation
- Improved company culture
- Leadership alignment with organisational goals



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