

CASE STUDY #1

EXECUTIVE LEADERSHIP DEVELOPMENT

THE CLIENT

Coached a member of the Senior Leadership Team at Fortune 25 Internet Services & Retailing Technology company, who was co-leading Research & Development with another leader.

THE CHALLENGE

Managing the complexities and political nuances of shared leadership of R&D, developing greater executive presence and influence, greater assertiveness in driving for results, and developing a framework for prioritizing and delivering on goals in a highly matrixed organization.

THE OUTCOME

The leader developed greater executive presence and collaboration skills and was highly respected for this. Carried the executive team's vision into R&D and generated necessary organizational alignment while establishing strong alliances with key, diverse stakeholders.

CASE STUDY #2

LEADERSHIP COACHING

THE CLIENT

Developed Senior Leaders within a Seattle based digital retail companies Talent Development program.

THE CHALLENGE

An integral part of the people development strategy for this company was to ensure that people who demonstrated both performance and potential were clearly identified and nurtured.

THE OUTCOME

This was achieved through a formal succession planning process supported by tailored development programs designed in consultation with each individual and their respective line manager, with the specific requirement of demonstrating a direct impact on performance.

CASE STUDY #3

TALENT MANAGEMENT

THE CLIENT

A Major Professional Sports League with offices in the U.S. as well as the UK, China, Mexico and Canada.

THE CHALLENGE

Design a talent management program based on a coaching leadership style to improve delegation skills, grow responsibility and increase the proportion of managers promoted from within the corporate office.

THE OUTCOME

All managers within the organization went through a 2 day program rooted in the latest neuroscience, coupled with the coaching skills needed to be successful. The course combined various components of Situational Leadership, The GROW Model, SCARF and the concepts behind the One-Minute-Manager.

CASE STUDY #4

PERFORMANCE MANAGEMENT / CULTURE

THE CLIENT

One of the world's largest and most iconic toy manufacturers.

THE CHALLENGE

To drive business performance by expanding the portfolio of management and leadership skills while complimenting the companies rich values and unique culture that reflect the entrepreneurial spirit of its founder were critical to its global success.
