

CASE STUDY – Talent Development Programme

CLIENT PROFILE

Private bank
with
construction
company
subsidiary

CULTURE CONSIDERATIONS

Programme presented
in English and Russian.
Cultural understanding
was critical

PROCESS

- 9 modules
- 4 projects
- Remote coaching
- Behavioural changes
- Monthly reviews

PROJECT BRIEF

Develop 16
leaders in just
6 months



OUTCOMES



96%

positive feedback
on content, delivery
and support



4

ROI projects
delivered



16

individuals with key
leadership skills

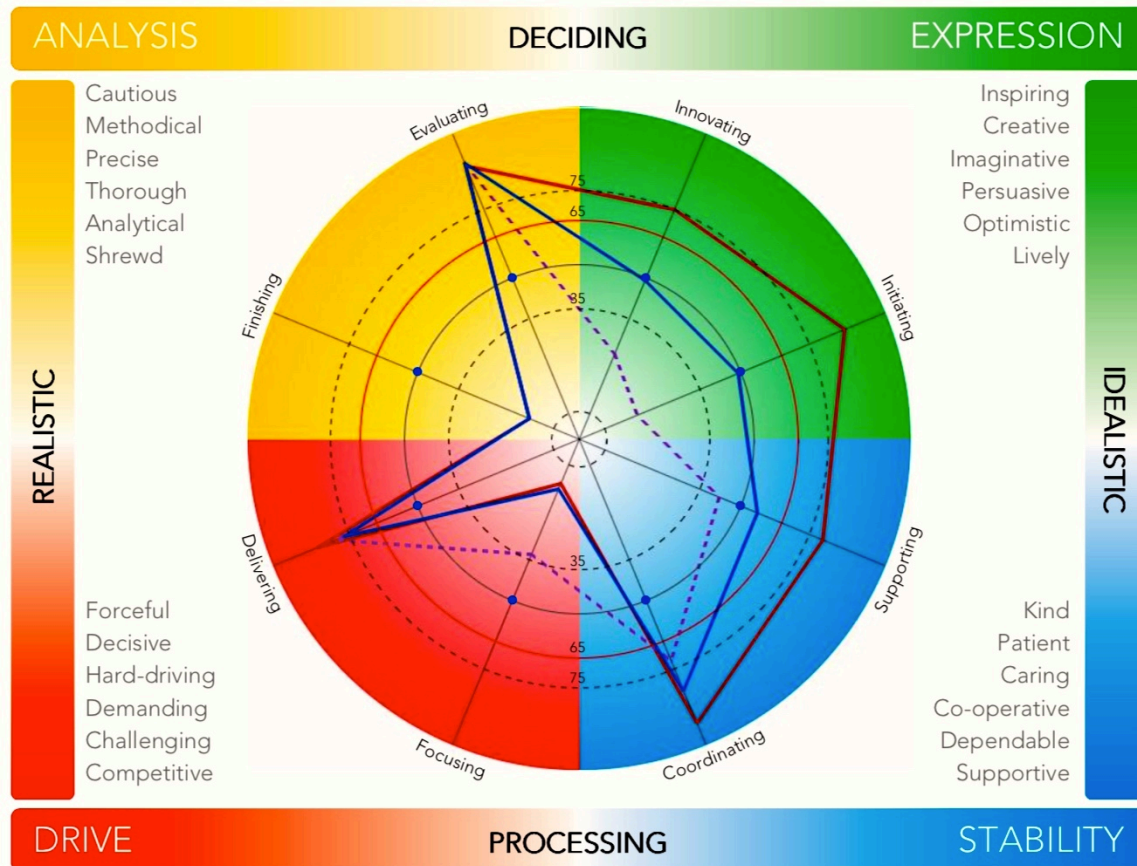


16

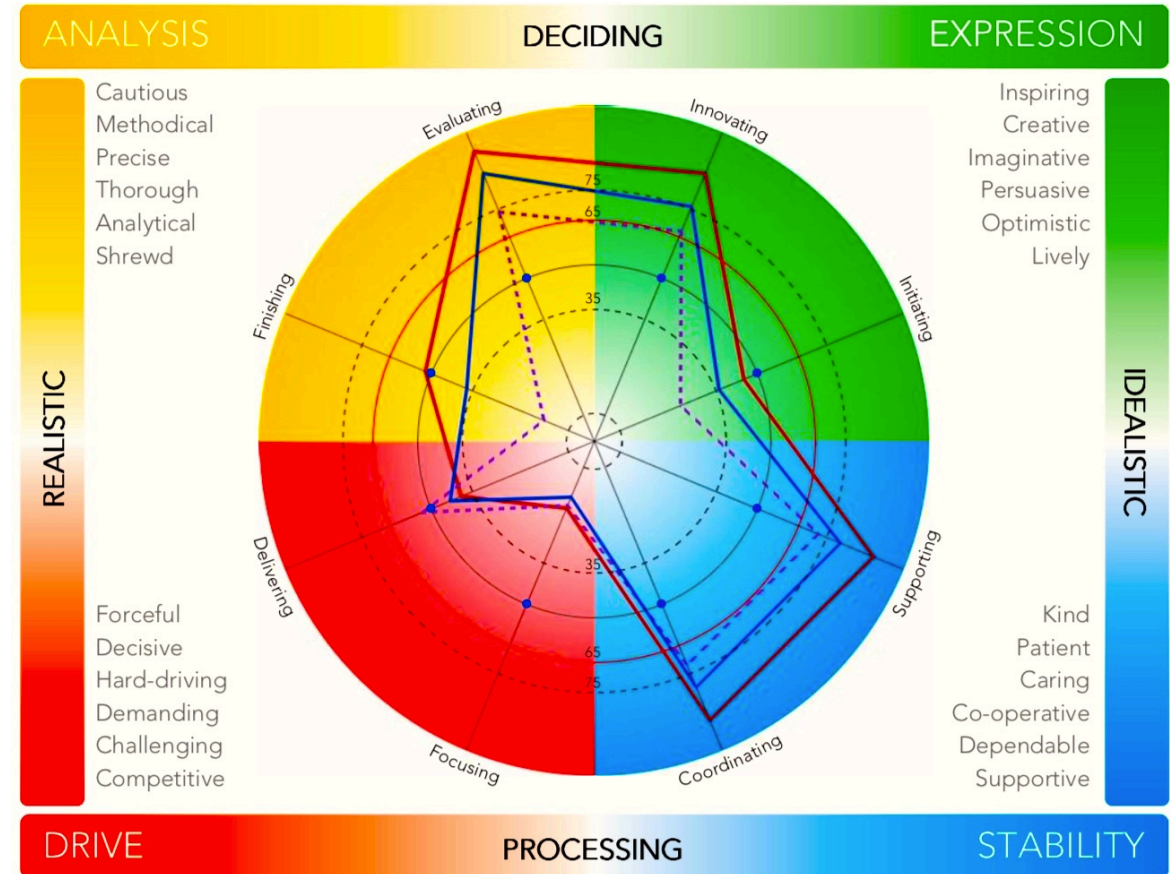
people with adapted and
enhanced leadership
behaviours

SAMPLE OF A PERSON ATTENDING THE 6 MONTH TALENT DEVELOPMENT PROGRAMME DEMONSTRATING THE LEADERSHIP BEHAVIOURS PRIOR TO COMMENCING THE PROGRAMME, AND ONE MONTH AFTER COMPLETION.

O.U. Before



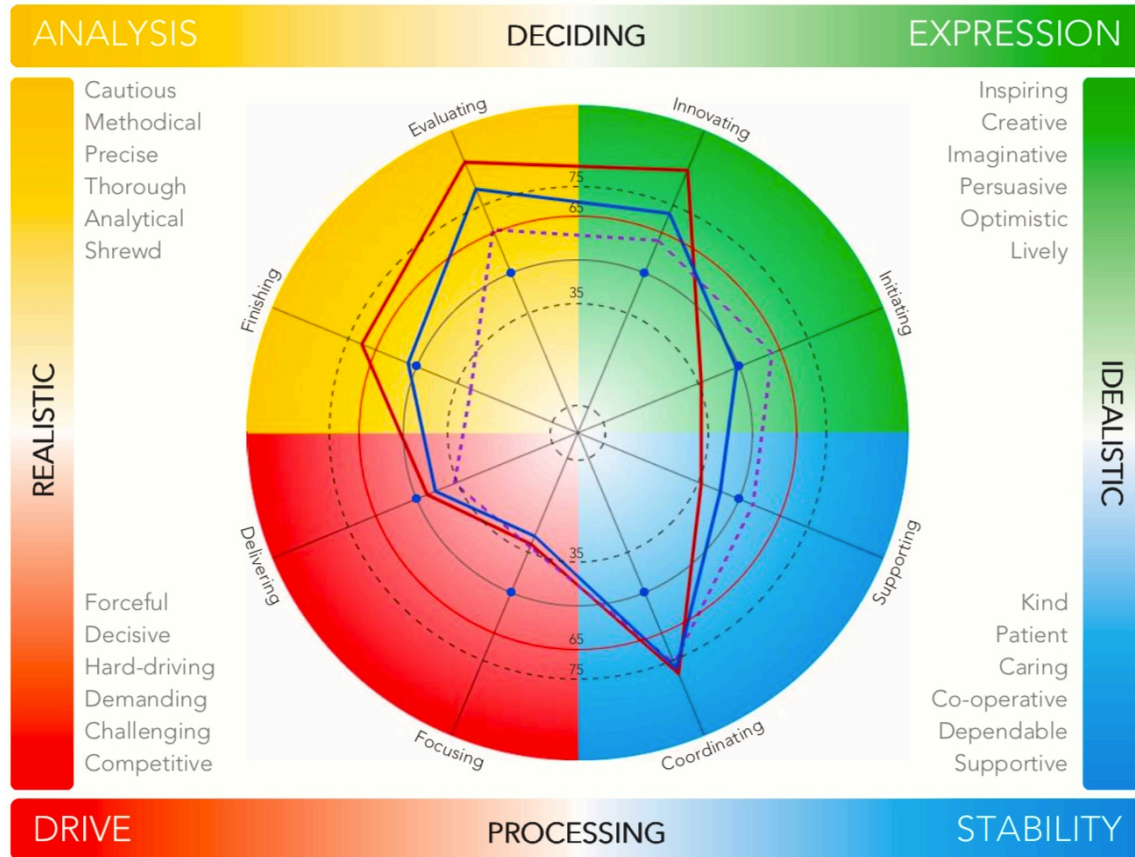
O.U. After



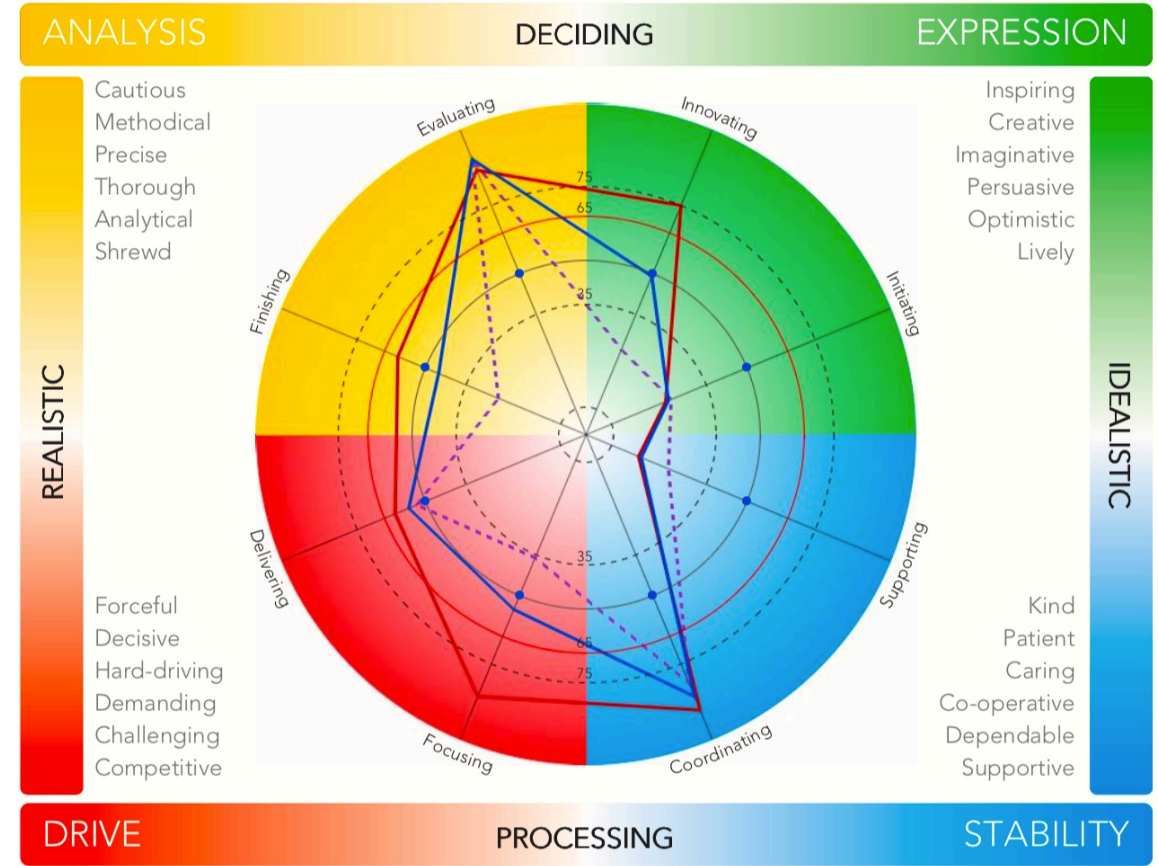
Key changes are: Greatly improved use of her natural potential in Innovating, which contributes to strategic talent in higher management levels, higher motivation, job satisfaction and performance. Demonstrated significant development of potential in Finishing (more organized and detailed). Completely reduced internal conflict between opposite behaviours (between management styles – shift towards consensus), and between Evaluating and Initiating - shift towards analysis. Very high EI.

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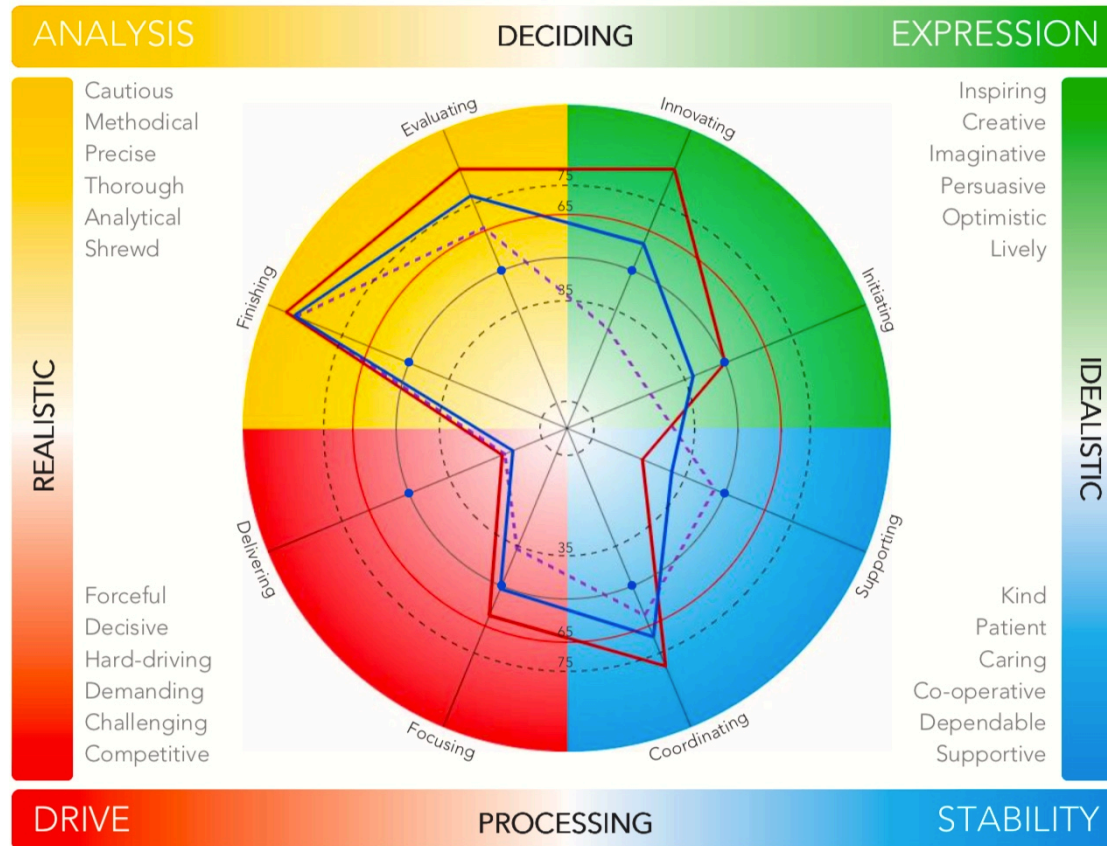
O.S. After six months



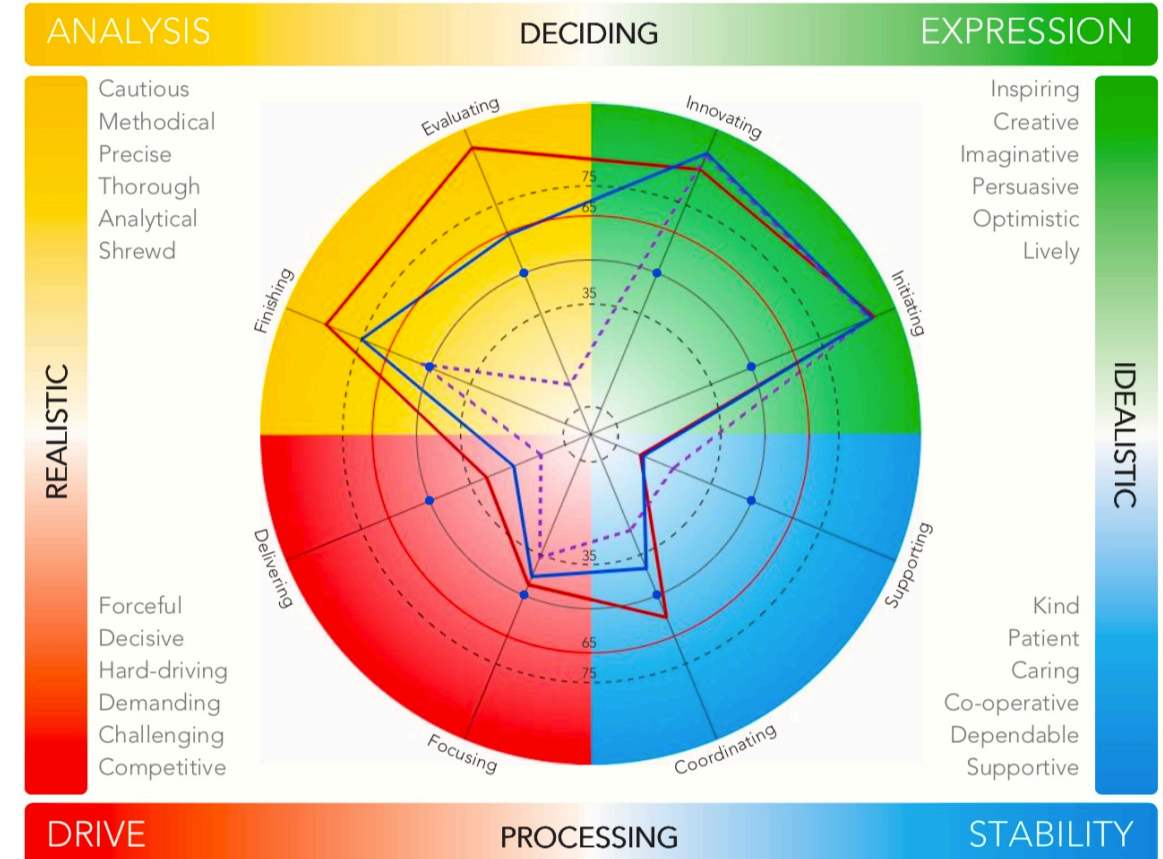
Key changes are: Significant growth of Focusing and Delivering potential, which is highly important in his current and future career development (Directive management style required for managing current organizational situation). However, the development and use of his potential in Coordinating allows for important flexibility in his approaches to management. Developed an aptitude to competitiveness and drive for results. Very high strategic potential for his career development.

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T.R. Before



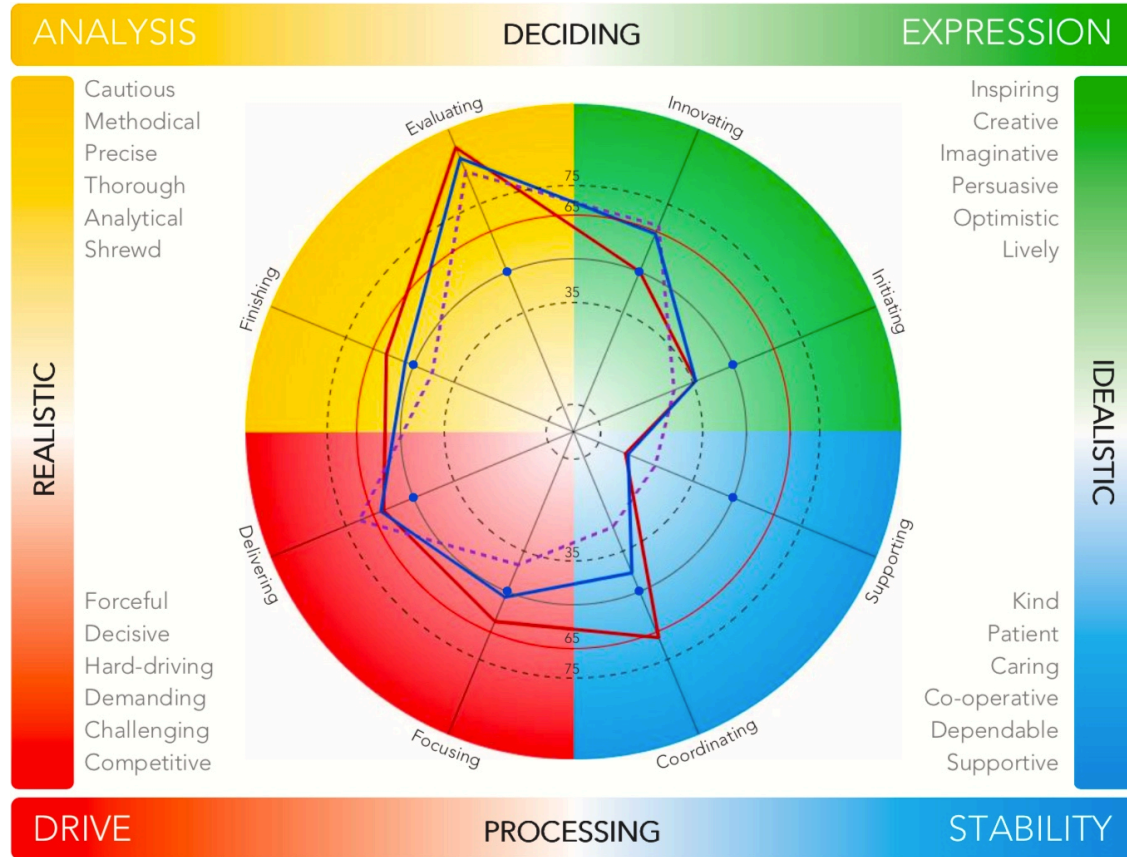
T.R. After six months



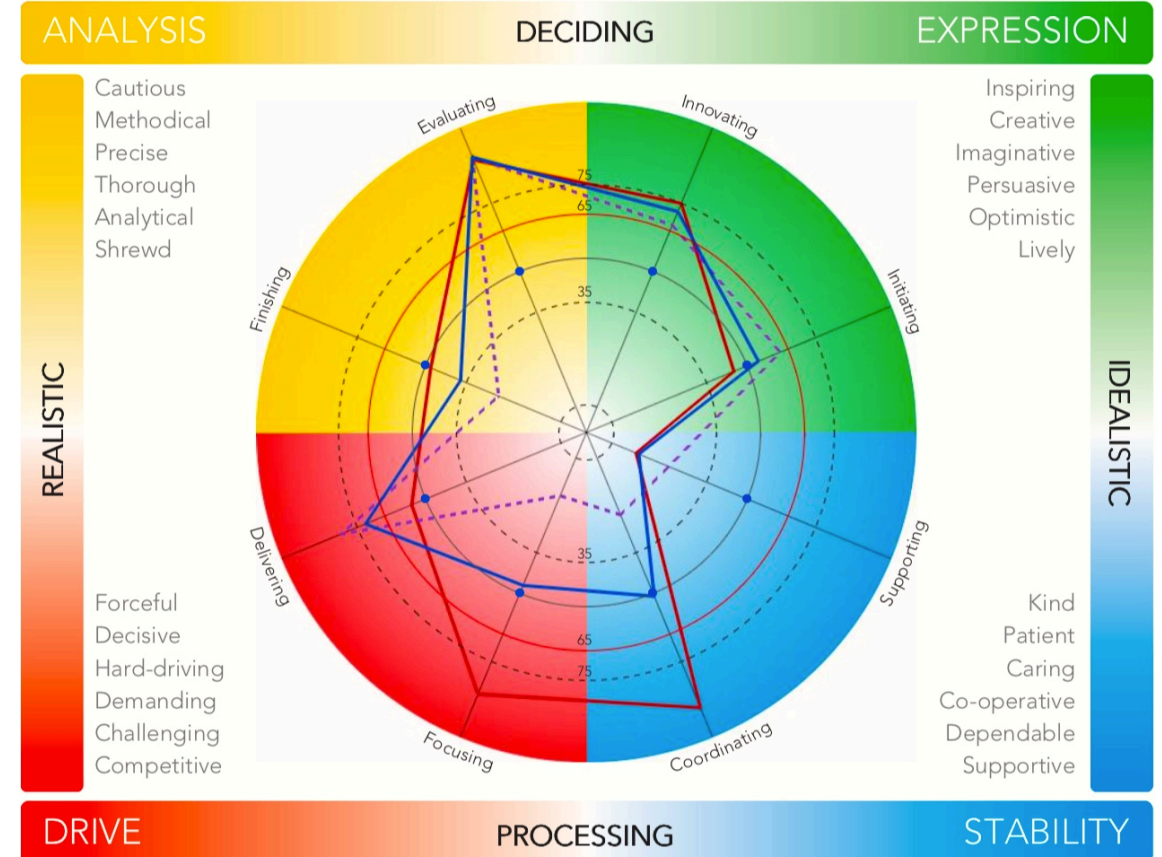
Key changes are: Significant development and actual use of Initiating (influencing and communicating) potential. Development of aptitudes in analysis, competitiveness and social activities. Most organizational settings are conducive (some neutral, and non negative) to her high performance. EI developed in all aspects by an average of 17%. Improved self-belief, resistance to stress, adaptiveness, optimism and decisiveness.

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J.U. Before



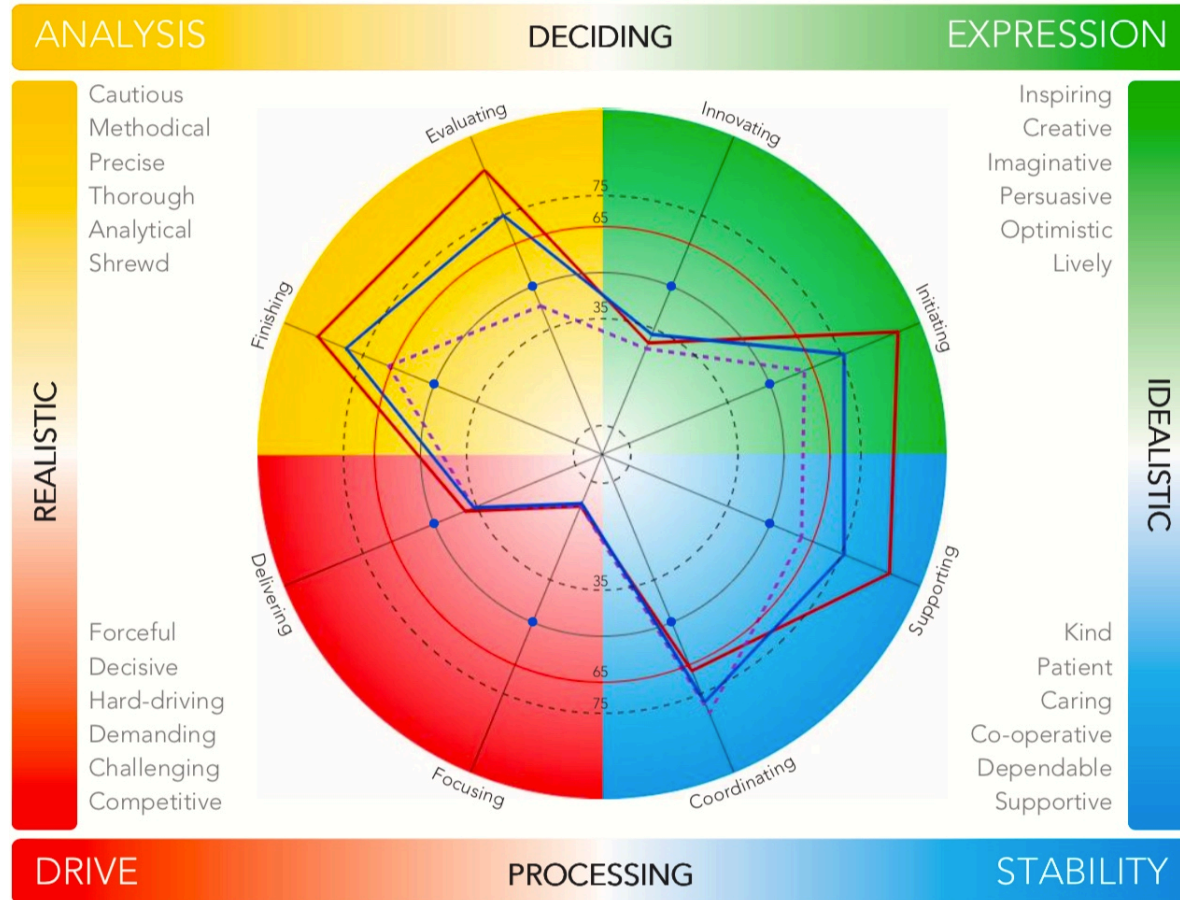
J.U. After six months



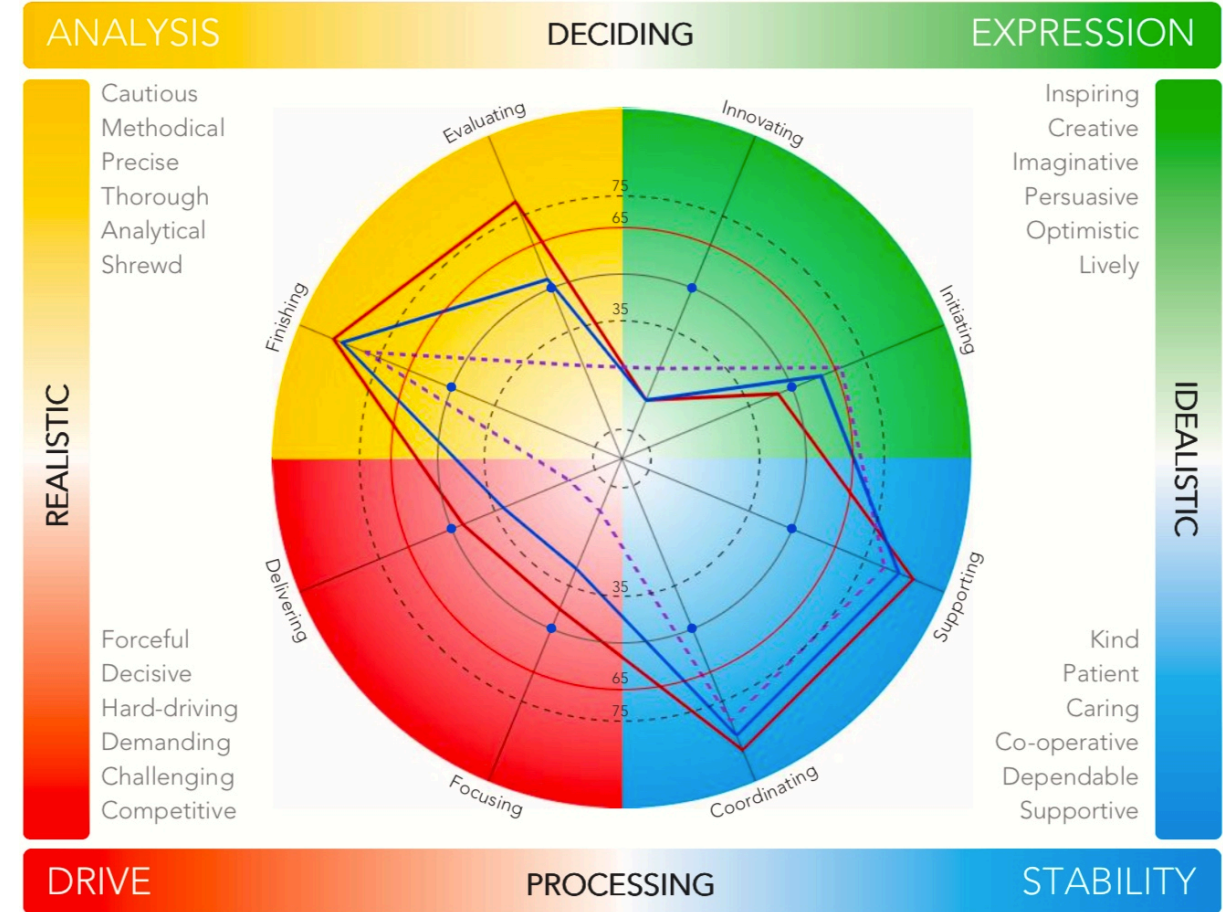
Key changes are: Development of potential in Innovation (by 25%), Initiation (communication and influencing) - doubled in six months; Focusing grew by 25%. Significant continued growth above current strong potential in the actual use of Delivering behaviours (results driven), which is conducive with the role and organizational culture and situational requirements. Improved self belief and drive for self development. Shows great readiness for career progression in higher management levels.

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A.L. Before



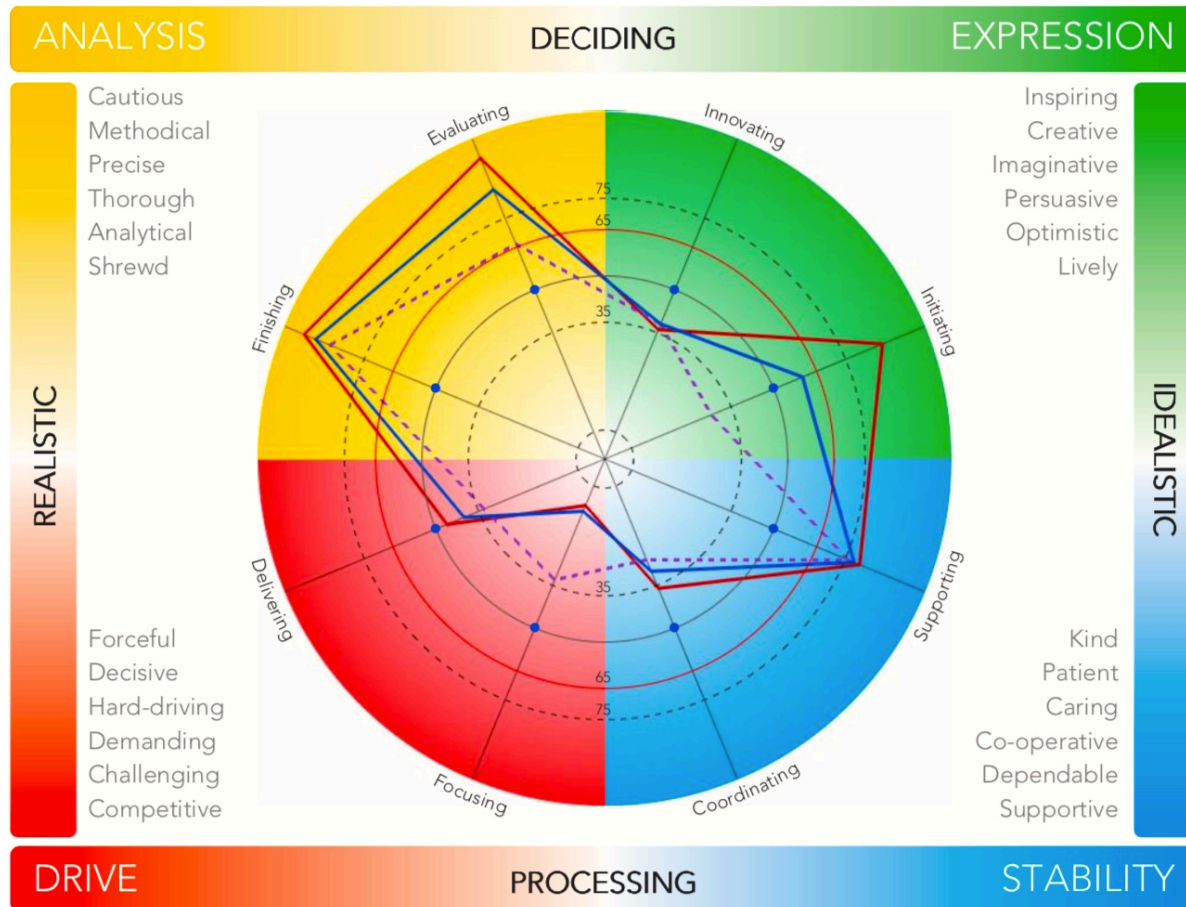
A.L. After six months



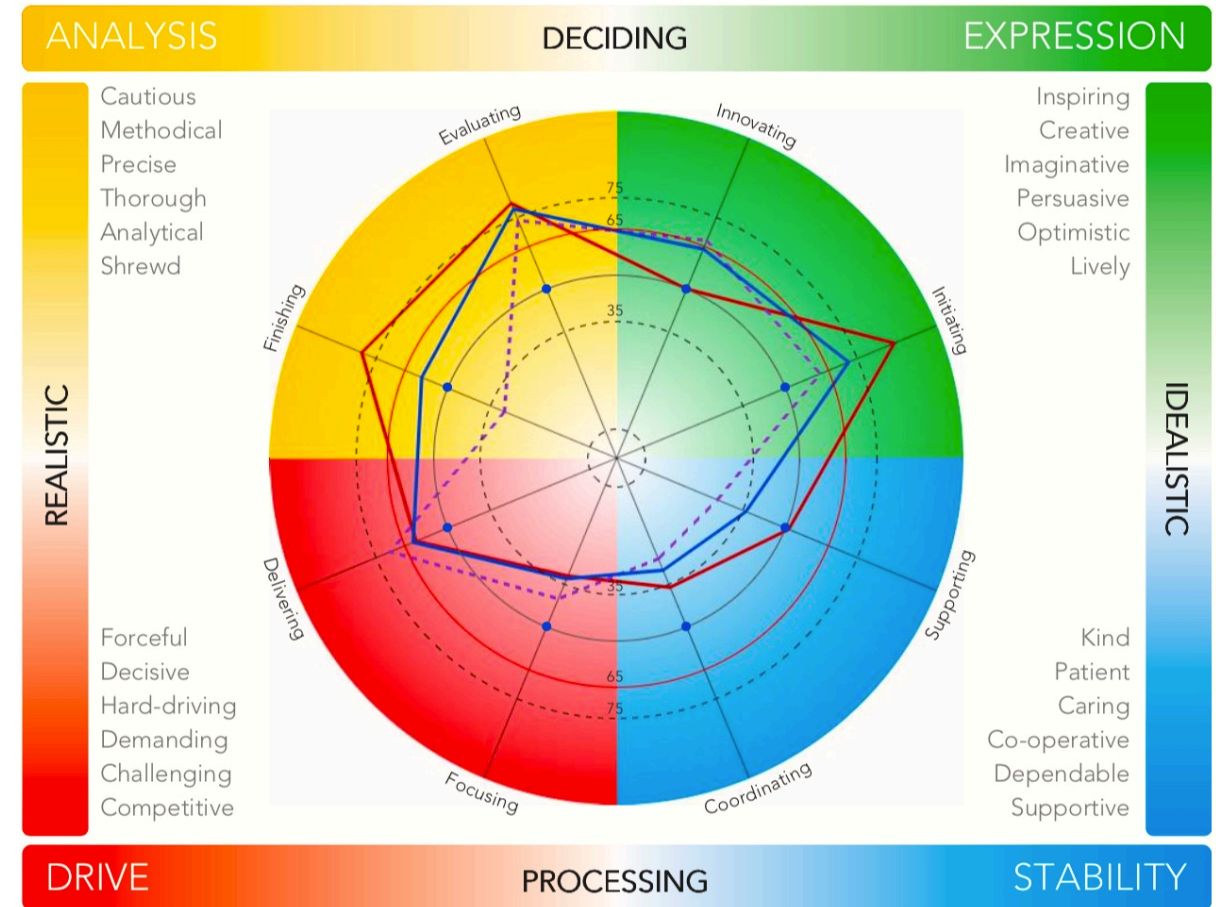
Key changes are: Very steady growth of potential into the first management role (Delivering by 10% and Focusing 5 times growth!). Fully realized and further developed potential in Coordinating (consensus management style and team work). Improved stress management and decisiveness. Important to engage in work activities with more communication and influencing to fulfill that potential.

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I.M. Before



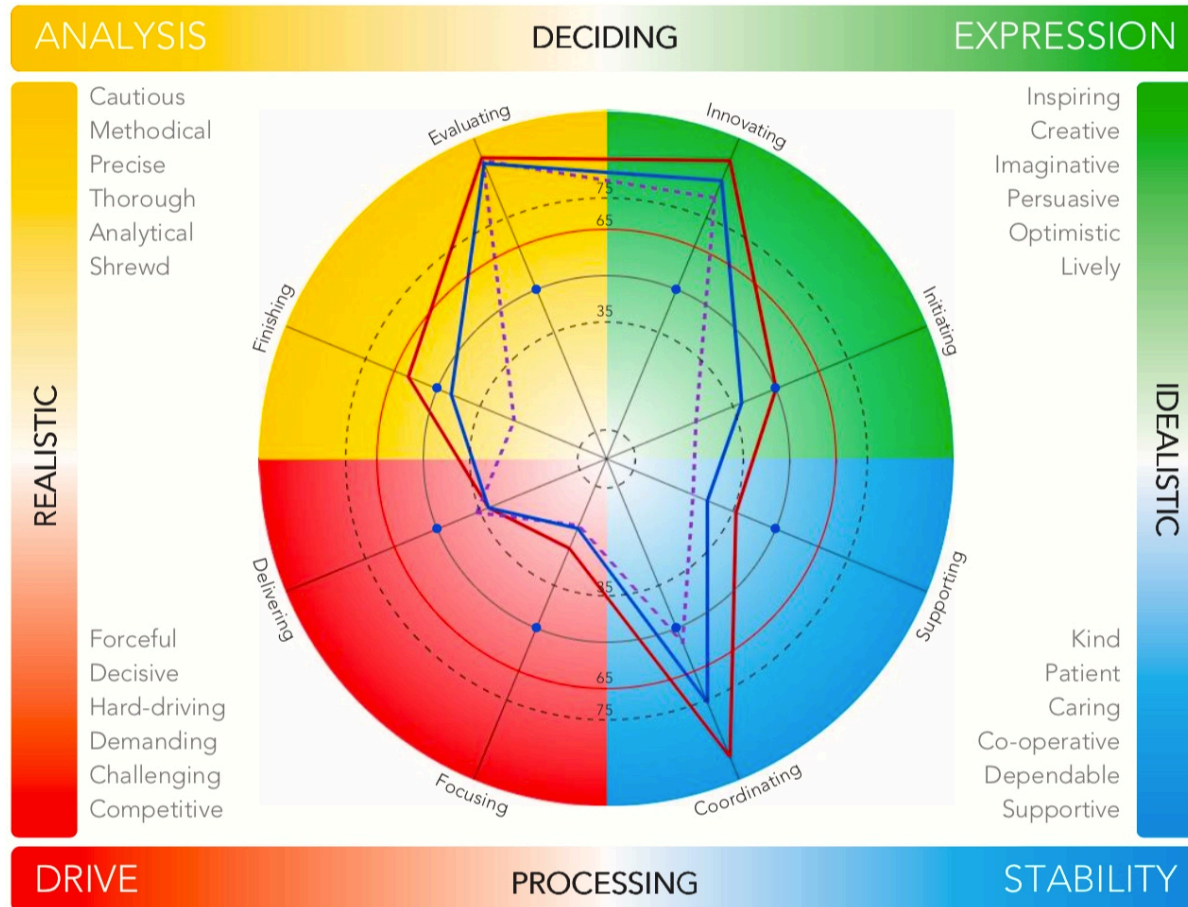
I.M. After six months



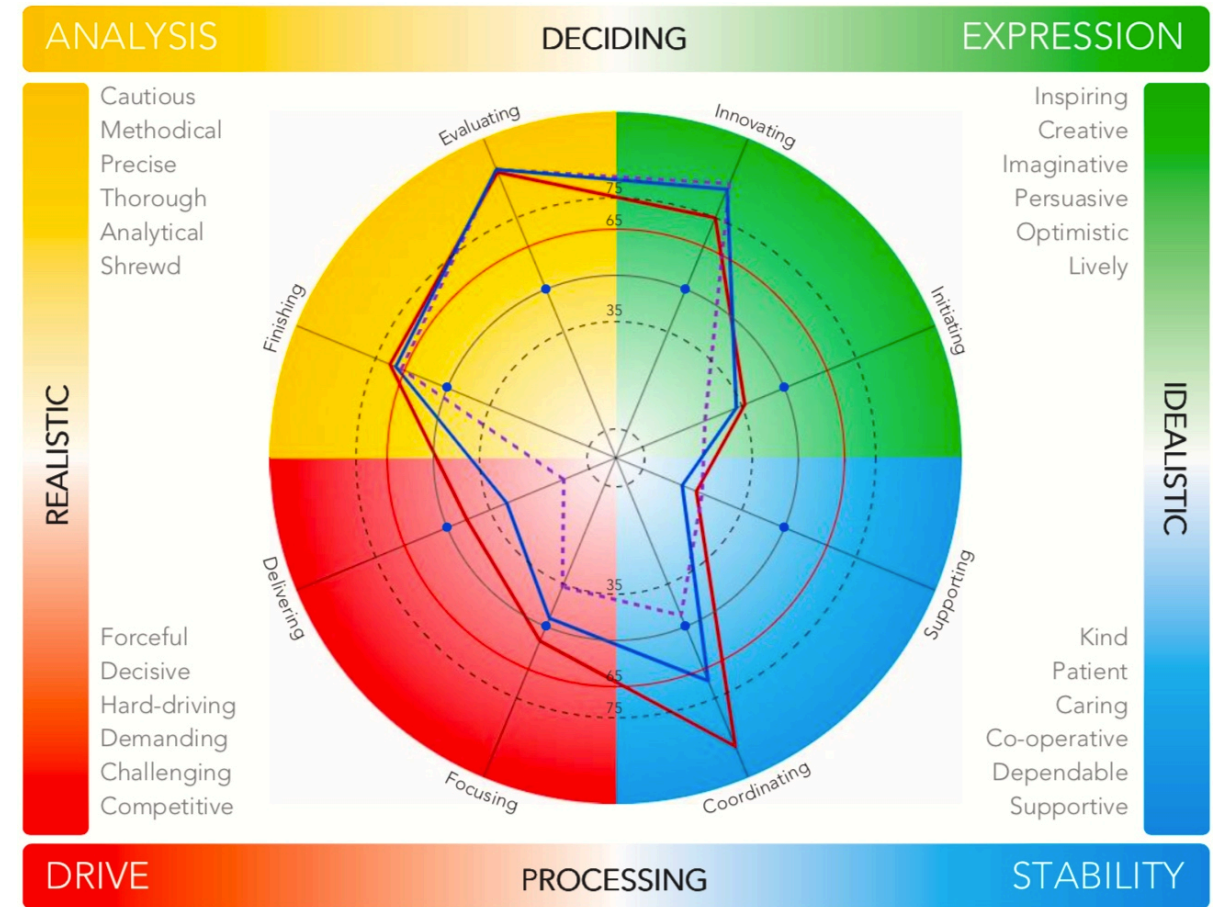
Key changes are: Greatly improved flexibility and adaptiveness to different organizational demands due to reducing natural preferences in some non consistent to organizational management style behaviours (Supporting - too submissive and Finishing – not able to delegate). Fulfilled her natural strength in Initiating (communication and Influencing). Shows steady progressing development in Innovating. Great dynamics from a “shy loner-follower” to a “ready to be an all rounded good manager”!

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P.O. Before



P.O. After six months



Key changes are: Significant growths of potential in Focusing and Delivering, which is consistent with the organizational culture and its development strategy. Fulfilled his strong potential in Finishing, which improves his job satisfaction. Together with his strong already fulfilled potential in Strategic thinking (both Evaluation and Innovation), and his high natural preference in Coordinating, makes a potential very flexible in leadership styles, strategic level manager!