

## Client Case Study: Developing leadership capability

### Organisational Type: Large global organisation

### Industry: Market Research

#### Situation

The client organisation was concerned that the existing core leadership development program for middle to senior executives and managers was not producing the results required. They needed a fresh approach to delivering their re-focused LDP across several Asia Pacific locations. The core needs were that the program should be customised to the specific needs of the participants, rigorous, comprehensive and had pre and post program components to engage people and extract maximum learning and ROI.

#### Action Taken

The group were then facilitated through several workshops using the CPC strategic planning framework to evolve the strategic direction and plans for the organisation. This resulted in a document that set out the new entity's Vision, Mission, Core Values, Strategic Goals, Objectives and actions. This work allowed the team to develop the desired structure and change management plans to implement the plan.

#### Key Outcomes

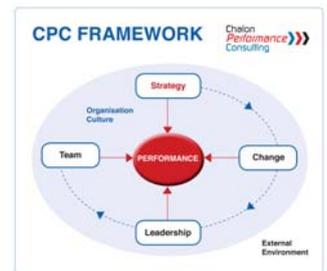
- Design and facilitation of a Leadership Development Workshop that featured;
  - o Diagnostic LSP profiles and activities from the acclaimed TMS suite
  - o Coverage of core topics as objective communication, performance management, leadership (Situational Leadership), delegation, motivation, team development
  - o Workshops of 3 days duration with experiential learning methodologies and active participation
  - o Pre-reading and post-workshop projects that demonstrated learning and application via actual scenarios where the skills were applied
  - o Follow-up coaching

#### Key Performance Improvement

Participants were fully capable of diagnosing and dealing with a range of day to day performance issues on a practical level using core concepts and skills learned during the LDP.

#### Typical testimonial

"I would personally like to thank you for the 3 days of extensive and wonderful fun-packed training. In my growing up years I had learnt a lot of 'dos' and 'don'ts' of management, but honestly overtime I had probably forgotten to practice them or possibly assumed a lot of things. The 360 degree LSP evaluation gave me a reality check and your sessions gave me a perspective of what good management is all about. The best gift a student can give his teacher is giving back to the people what I have learnt. I promise you that I would do my best to put to use the learning's".



The above can be customised to suit your organisations' needs. For more information please contact:

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