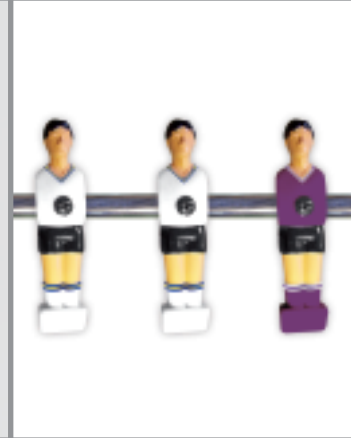




People and Organisations

1-2-1 Coaching For High Potential Leaders

Our client - a global engineering and manufacturing company - had identified a succession planning issue. Alongside their "old-school" incumbent leaders there was also a multi-cultural group of leaders who had great potential but no effective development programme. The development of these leaders was critical to challenge the existing culture of the business and to create a talent pool of leaders as the business developed its global growth strategy.



VBL designed and delivered a high potential leadership that included two residential programmes and a course of 1-2-1 coaching sessions. The high potential leaders worked with trained VBL coaches using real work issues to continue the development begun on the residential programmes.

Features

- ▼ Leadership development for a global leadership group
- ▼ 1-2-1 executive coaching both face to face and by telephone coaching
- ▼ Real time, work based learning
- ▼ Effective talent identification and development



Outcomes

- ▼ 75% of the participants were promoted to more senior positions within 12 months of the completion of the programme
- ▼ Net savings to the business of more than \$5m dollars have been identified as a direct result of the development the leaders received on the programme.
- ▼ The programme (which is still running) continues to develop an effective pool of leadership talent which is supporting the global growth of the business

“This period of time has been unusually personal and reflective for me and my focus has been about bringing balance into my life at a time of great change. The coaching I have received has greatly helped me in terms of self-awareness and developing the ability to self-coach in the future.”

Senior HR Manager

Telephone: 01989 762233

Email: info@valuesbasedleadership.co.uk

Website: www.valuesbasedleadership.co.uk

Sterling House, Church Street, Ross-on-Wye, Hereford HR9 5HN