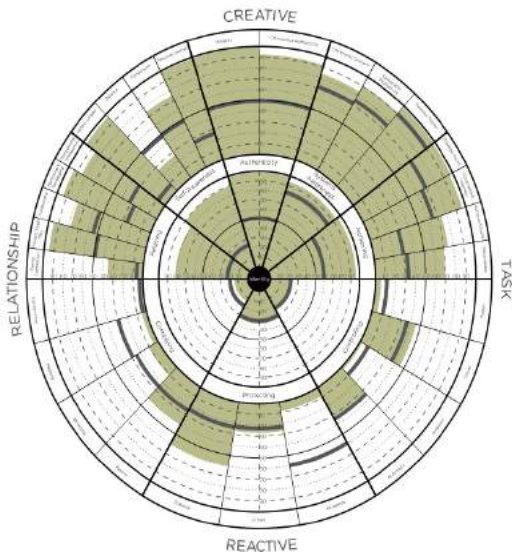
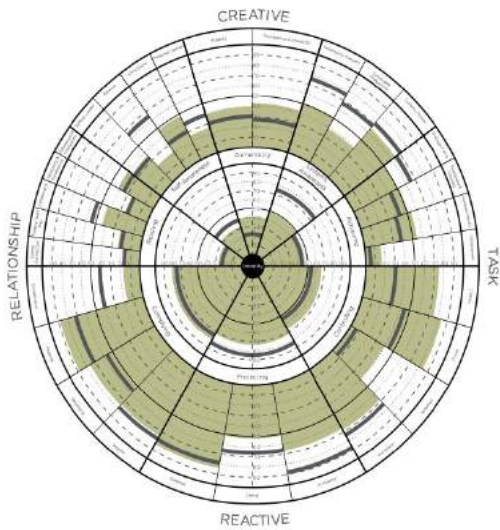




THE LEADERSHIP CONTEXT

Data-driven Case Studies

The Smartest Person In The Room



Context

The COO was renowned for her strategic intelligence, commercial insights and ability to 'see into the future'.

Her leadership reputation was one of profound controlling, micro-management, arrogance and an inability to lead her team towards a collective outcome.

Brief

Partner with the COO and her team in a 12 month engagement to transform her leadership style so the wider function can enable the organisation in it's transformation.

Program

A leadership team collective program spread over 12 months with fortnightly coaching sessions for the COO and three team based interventions. Both LCS and LCP's were used.

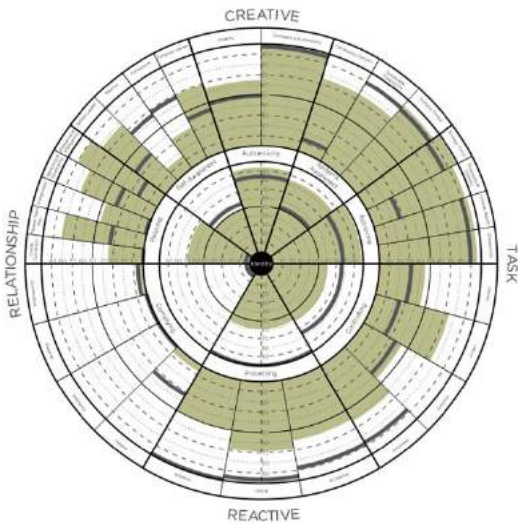
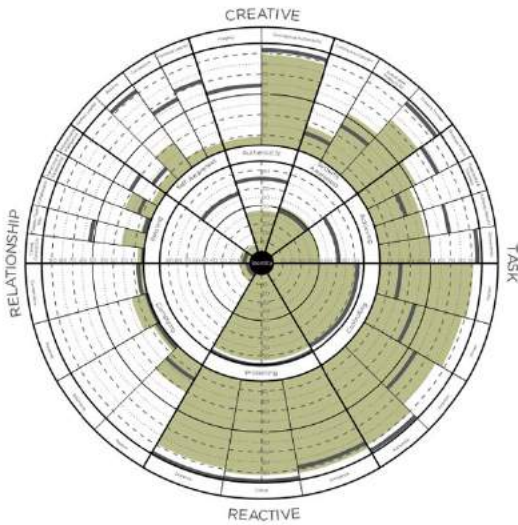
Outcomes

Transformation at the individual leadership level with >30% increase in her team engagement scores, and a 34% increase in creative culture.

A 200%+ increase in her leadership effectiveness scores as measured by the TLC 360 profile.



A Gifted Strategist Turned Effective Leader



Context

The Head of Strategy was renowned for his strategic intelligence, passion and desire to see the organisation realise its mission. This desire was manifesting as hyper-controlling leadership impact with a sub text of *"I am smarter than any of you and the faster you recognise that the better for all of us!"*

Brief

Partner with him in a 12 month engagement to help him assess his desired leadership impacts versus his current impact, and what to do about that.

Program

A leadership team collective program spread over 12 months with fortnightly coaching sessions for the leader, with progress pulse checks and repeat LCP were used.

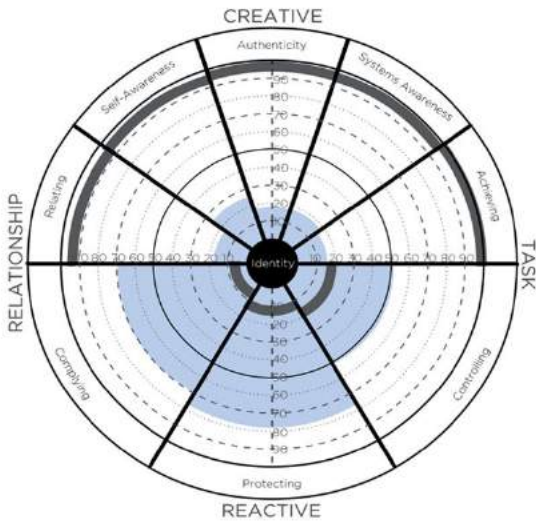
Outcomes

Transformation at the individual leadership level with a jump from 16% to 80% in the Reactive Creative Scale.

He also demonstrated a four-fold increase in his leadership effectiveness as measured by the TLC 360 profile.



Turning Around a Pharma Co.



Context

The Australian affiliate of a MNC had four Managing Directors in five years causing instability and under-par financial results.

Brief

Partner with the leadership team and incoming Managing Director to assist them in setting a new clear direction, establishing a sense of collective leadership and organisational performance.

Program

A collective leadership team program spread over 18 months with team and individual coaching interventions. A focus on building internal capability through TLC accreditation allowed the learnings to be cascaded internally beyond our initial intervention. LCS and LCP's were used.

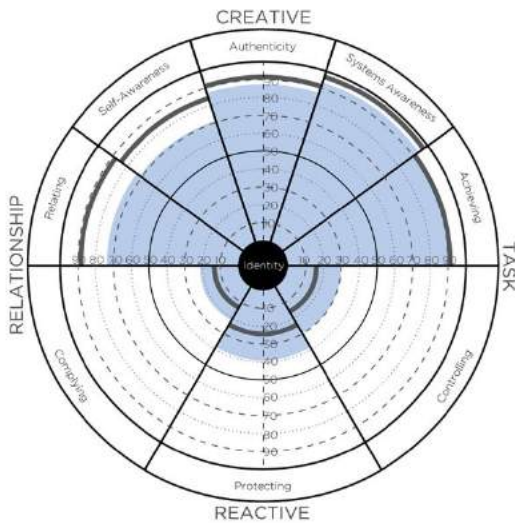
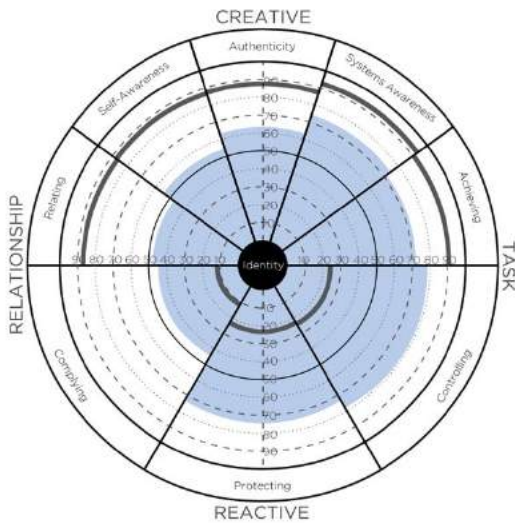
Outcomes

Strong financial results for the first time in nine years.

Improved engagement scores internally with some notable innovation projects launched.



Member Based Organisation



Context

The membership organisation was established over 100 years ago with a proud history. However, in recent years membership rates were falling, amalgamation of the state offices into a national team had stalled. A new CEO was appointed.

Brief

Partner with the leadership team and CEO to assist them re-orientating the organisation to 'a new world' where members for life no longer exist. Therefore re-purposing the advocacy and policy development initiatives.

Help them develop a leadership strength to navigate through new levels of complexity not faced by the organisation previously.

Program

A leadership team collective program spread over 18 months with team based and individual coaching interventions.

LCS at team level was used. LCP's for some leaders.

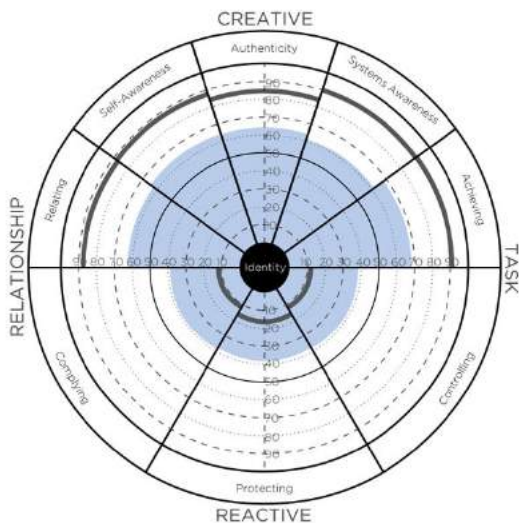
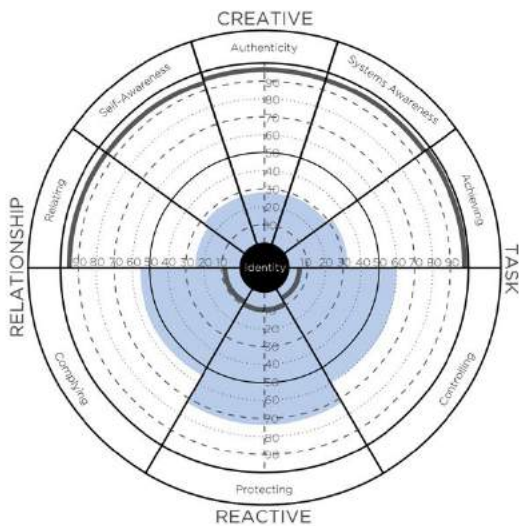
Outcomes

Strong culture turn around within the organisation particularly in the extended leadership team.

A reversal of membership decline and increase in employee engagement.



Successfully integrate three mergers



Context

The organisation is 18 months old post merger of three pre-existing companies worth over \$16bn. Early feedback was the executive team were struggling to win buy-in and credibility.

Brief

Partner with the COO and the wider COO function to develop client centric strategies that enable the whole organisation. This required a transformation in their individual and collective leadership.

Program

A leadership team collective program spread over 12 months, with three team based interventions and selected individual coaching interventions.

Outcomes

Strong culture turn around within the broader function.

Largest positive change in collaboration scores, impact scores and engagement across the organisation.

Key talent retained and attracted to organisation.

