

Leadership development in turbulent times

Our client had experienced rapid growth in a very short period of time. Its leadership team had a high level of technical excellence and now wanted to further develop good interpersonal skills with clients and employees.

Thism designed a bespoke progressive action based programme to meet a wide range of objectives, but principally to develop the skills and mindsets of the leadership team. Supportive coaching was provided to encourage self reflection, self belief and grounded planning for future improvement. Three key themes were developed: the leader within i.e. the development of self awareness; the leader in the team i.e. awareness of others in the leadership network and the wider organisation; the leader in action i.e. building an action agenda rooted in real work challenges.

Initial individual face to face meetings were conducted to gain understanding of needs and issues facing the team and a series of five workshops over six months were designed to reflect upon the principles and best practice of leadership. A major focus was to increase personal awareness of behaviour and how this impacted upon others. To this end a number of key skills were practiced and supportive tools made available.

Since the programme took place during a period of immense instability within the global market it was possible to build in flexibility to the programme to meet and support the changing needs of the individual and the leadership team; Thism is a responsive organisation who can adapt readily to needs of the client. The series of workshops afforded a real opportunity for leaders to discuss the business issues of the day, determine and share their own response and commitment to their evolving leadership agenda and build their own relationships as a leadership team.