

Developing senior leaders

CASE STUDY

Client Profile

Industry: Global Logistics

Provider of specialized logistics and value-added solutions in warehouse management, packing, fulfilment and transport management.

Background

Partnering with the EMEA HR team over 12 months to design and roll-out a regional development programme for senior managers across sites.

The Head of HR was keen to partner with a trusted provider to bring in new ideas and perspectives and create a programme designed around their unique needs and fast-paced environment.

Solution

- **Scoping phase:** we jointly determined global strategy and themes, key deliverables and regional challenges, engaging with participants and VP's to clarify needs and expectations
- **Design phase:** this informed an 8-month, blended learning leadership programme comprising group sessions, inter-site projects, one to one coaching, *PRISM* profiling and personal learning and action planning
- **Delivery phase:** we adopted an agile approach, incorporating ongoing check-in's and review meetings with the HR team and Exec to adjust content and approach, tying-in business initiatives to ensure relevance, maximise impact and ROI

Results

- Enhanced cross-team/site communication and streamlined decision-making
- Informal buddying on projects enabled cross-fertilisation of ideas and an internal leadership support network
- Identified and implemented improvements to internal processes to enhance consistency, customer and workforce satisfaction
- Personal growth benefitted both the leaders and their teams and following positive evaluation, we rolled out a second regional programme for a new cohort of managers