

CASE STUDY:

Leading Leaders Program Satisfaction

Background:

 **+28K** employees  **+20** countries **€ +8.5** Bn

Challenge:

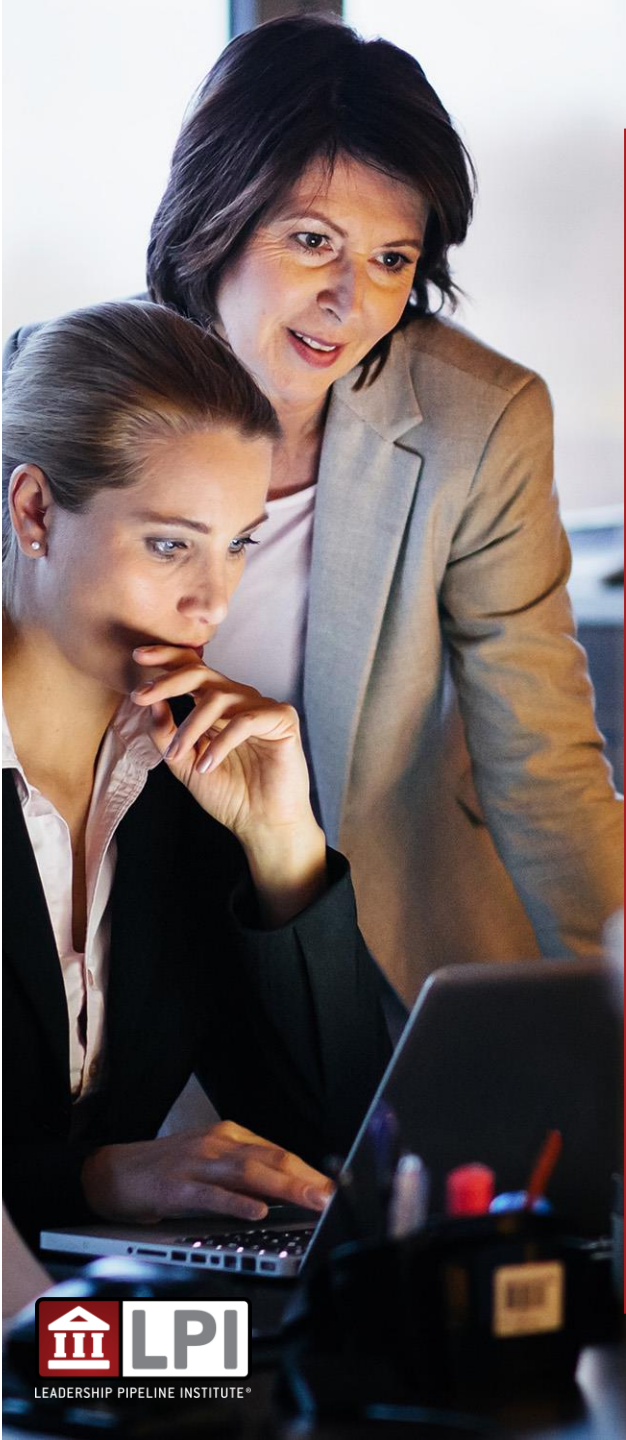
A Fortune 500 company had challenges with strategy execution and developing new leadership talent. Based on analysis, one of the key areas that was lacking the right capabilities was the middle management consisting of approximately 800 leaders of leaders. There was a general lack of understanding of their roles and how they uniquely added value to the organization.

Solution:

LPI customized a Leading Leaders program specifically for this target group in a blended format driven by our learning app. The focus of the program was to support the participants in fully understanding how they add value as leaders of leaders and what role they play in executing strategy, developing leaders, and tying an organization together by breaking down silos.

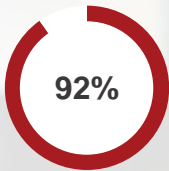
“This is a great training. It is so Critical for my performance. I now have the skills to allocate my time, I know what I should value as a Leader of Leaders - to excel in my role and get results through my leading others”

Participant with 20 years of leadership experience



Satisfaction Impact:

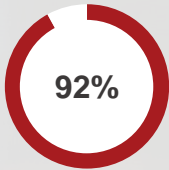
% of participants that strongly agreed with the statements



I could see how this learning was relevant for my role



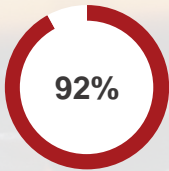
I would recommend this learning to a colleague



I am able to apply the knowledge and tools in my daily work



I could see how this learning was relevant for my role



I will have the opportunity to apply the learning in my job within the next 2-8 weeks



To what extent do you believe that this program can contribute to developing a performance culture

CASE STUDY:

Leading Others Program Satisfaction

Background:



+32K employees



+20 countries

€ +9.3 Bn

Challenge:

A Fortune 500 global company had challenges in achieving the right performance, engagement, and customer focus through their frontline employees. Based on analysis, one of the key areas lacking the right capabilities was the Leader of Others level consisting of approximately 2,000. There was a general lack of understanding of their leadership role and how they uniquely added value to the organization through their direct reports.

Solution:

LPI customized a Leading Others program specifically for this target group in a blended format driven by our learning app. The focus of the program was to support the participants in fully understanding how they add value as Leaders of Others and what role they play in creating a clear line of sight, engaging, and developing their direct reports, by fully valuing and transitioning into their leadership role.

"The power of smart goals, time management and how to link to business priorities in day to day tasks. Power of having a coaching leadership style and why/ how this increases meaningful work for employees and a stronger ownership in their work"

Participant with 8 years of leadership experience



Satisfaction Impact:

% of participants that strongly agreed with the statements

90%

I could see how this learning was relevant for my role

92%

I would recommend this learning to a colleague

90%

I am able to apply the knowledge and tools in my daily work

90%

I could see how this learning was relevant for my role

92%

I will have the opportunity to apply the learning in my job within the next 2-8 weeks

90%

To what extent do you believe that this program can contribute to developing a performance culture

CASE STUDY:

Industrial Engineering

Background:

 **+25K** employees  **+100** countries  **+5.8** Bn

Challenge:

A leading global engineering company had a legacy of valuing specialist knowledge and individual contribution from its leaders over their leadership capabilities. As a consequence, analysis showed a general lack of ability to adapt to new strategies and develop new products in a highly competitive global market, combined with a lack of focus on driving people performance and people development.

Solution:

Together with LPI the company designed performance standards for each key leadership role, followed by leadership transition programs that were mandatory for new leaders of others and leaders of leaders when they transitioned into a new leadership role.

“The best days I have spent on leadership education in my 15 year as a leader. It was an excellent facilitator and the course is so well organized and structured”

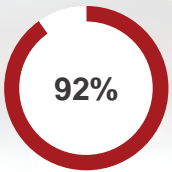
Participant with 15 years of leadership experience



Satisfaction Impact:

% of participants that strongly agreed with the statements

Leading Leaders:



To what extent do you believe that this program can contribute to developing a performance management culture?

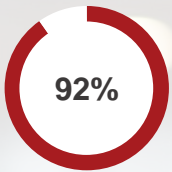


To what extent is this program relevant to you as a leader?



To what extent has the program increased your ability to develop direct reports?

Leading Others:



To what extent do you believe that this program can contribute to developing a performance management culture?



To what extent is this program relevant to you as a leader?



To what extent has the program increased your ability to develop direct reports?