

THE CHALLENGE

The ANZ CTO engaged Exec Ascend to work with the Technology Executive team to increase execution capability and respond to risk and regulatory compliance threats and merging technologies in a fast-changing workforce.

A robust and measured response to these threats was essential and bespoke leadership development was seen as fundamental.

THE RESPONSE

We co-designed and facilitated a bespoke leadership development program for technology executive team.

The program was built around the key bank and technology strategic programs and we delivered evidence-based diagnostics to distil key insights and team patterns of behaviour.

We helped each team to understand their differentiated individual and team strengths and enhancement opportunities through a combination of deep dives, group and individual coaching.

Key Focus areas included:

- Increase trust and alignment within Exec team
- Enterprise focused decision making
- Identify measures to accelerate execution
- Increase leadership resilience of the executives and their teams

THE IMPACT

Following the program, the Technology Executive & Security teams reported “**increased levels of trust with each other**”, “**more confidence to hold each other accountable**”, and “**improved joint prioritisation to execute on key technology strategies**”. They are measuring increased ability to **make faster decisions** as a team and **play bigger enterprise roles**.

Exec Ascend drew on a combination of diagnostic tools and frameworks, strategic thinking and a deep understanding of technology leadership and team dynamics to deliver a program that brought out the individual and collective strengths of our team.

Lisa intuitively understands what drives leadership behaviour and how to bring the best out of our people. She supports the team in taking risks to deepen trust, alignment and team accountability to drive high performance and execution. Lisa is highly accountable and adaptable in her approach and enjoys co creating and embedding leadership focus areas using clear metrics and evaluation.

Gerard Florian - ANZ
Group Executive Technology