

THE CHALLENGE

A Telecommunications Executive commissioned the development of a Leadership Program to accelerate the strategic impact and performance of their leadership team.

Key requirements

- Leadership team capitalise on their ability to work strategically, with an enterprise and transformation focus.
- Creating deeper trust and alignment was needed to drive speed of decisions and outcomes.

THE RESPONSE

The Leadership Program involved a combination of team and individual diagnostics, leadership offsites with a team coaching approach and some one-on-one leadership coaching.

Key focus areas include;

- Elevated enterprise thinking needed to deliver on strategic priorities - embracing scalability and experimentation.
- Take up of disruptive & generative AI opportunities
- Clearer focus areas - execution clarity and delivery with the right metrics for driving business outcomes
- Elevating decision-making impact as enterprise leaders with greater transparency and forward planning on decision impacts
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- To elevate strategically, greater focus on empowerment and delegation of next level.
- Navigating conflict constructively to drive outcomes.

THE IMPACT

The use of leadership metrics tells a story of:

- Increased peer trust and alignment
- Better quality leadership conversations with elevated enterprise thinking beyond SME functional contributions with greater transparency and adaptive problem solving
- Clearer focus on aligned enterprise priorities
- Greater empowerment of next level
- Increased decision quality and speed.

Further work is continuing in driving enterprise outcomes through elevated high stakes decision making.

