

Example: Individual Leadership Transformation

Context:

The COO was renowned for his strategic intelligence, commercial insights and ability to 'see into the future'. His leadership reputation was one of profound controlling, micro management, arrogance and an inability to lead his team towards a collective outcome.

Brief:

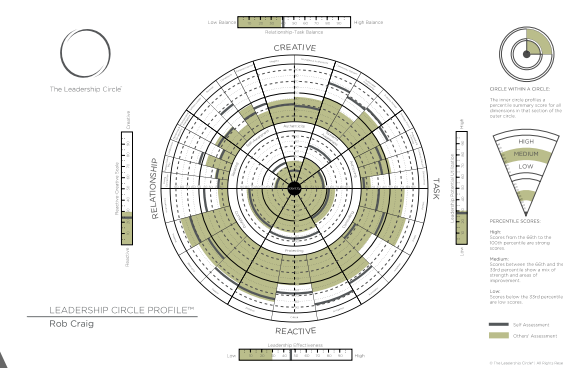
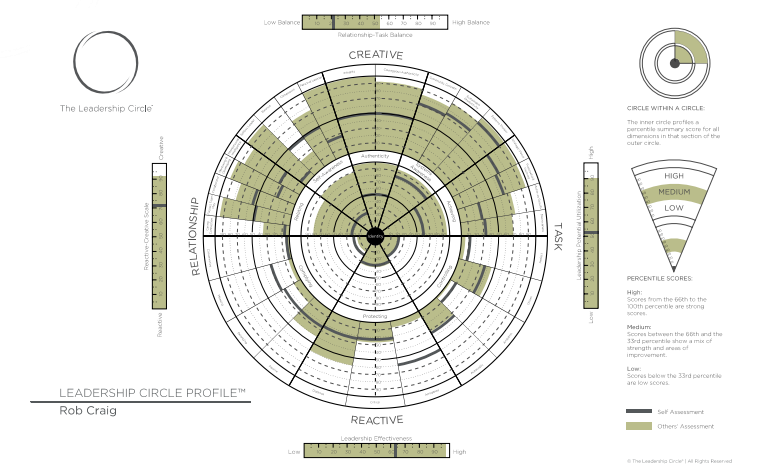
Partner with the COO in a twelve month engagement and with his team to transform his leadership style so the wider function can enable the organisation in its transformation.

Program:

A leadership team collective program spread over 12 months with fortnightly coaching session for the COO and three team based interventions. Both LCS and LCP's were used.

Outcomes:

Transformation at the individual leadership level with **>30%** increase in engagement scores and a **34%** increase in creative culture. A **200%+** increase in his leadership effectiveness scores.



Example: Pharmaceutical Organisation

Context:

The Australian affiliate of a MNC had four Managing Directors in five years causing instability and under par financial results.

Brief:

Partner with the leadership team and incoming Managing Director to assist them in setting a new clear direction, establishing a sense of collective leadership and organisational performance.

Program:

A collective leadership team program spread over 18 months with team and individual coaching interventions. A focus on building internal capability through TLC accreditation allowed the learnings to be cascaded internally beyond our initial intervention. LCS and LCP's were used.

Outcomes:

Strong financial results for the first time in nine years. Improved engagement scores internally with some notable innovation projects launched.



The Leadership Circle®

