

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?