

Challenge: Ensure retention of talent through better quality coaching/feedback/leadership, despite a lack of time

Time is one of the most precious resources in any top level consulting company. Managers and Senior Executives are constantly been torn between three major tasks; growing the business, Running the projects and Developing team members. All of the three tasks have to be done with high quality, despite preciously little time. For many Managers the (more long term) task of developing colleagues tends to take a backseat in tough economic times, when revenue generation becomes paramount.

Solution – Sustainably Developing Leadership Skills through Intensive and Time-efficient Training.

The question was straightforward; How can you ensure sustainably developed leadership skills for a group who virtually do not perceive they have the time for training and who intellectually are aware exactly what they ought to do?

A program was designed with the guiding light; create the maximum amount of personal "aha-experiences" in the shortest amount of time. Use a didactic approach with focus on revealing actual behavior (as opposed to discussing "what one ought to do") to create sustainably developed attitudes and skills. Help participant discover themselves the gap between their own "know-how" and their own "show-how", Create the right degree of embarrassment to ensure lasting learning's! In practice the program is a ½ year development process where the participants "only" have to invest 5 days in total, including kick-off, 4 intensive training days, implementation of personal actions between each of the days, and a follow-up session to report back on main achievements.

Results - Global Employee Survey Shows:

My supervisor(s) demonstrates behavior that I admire and respect

Starting point: 52% Goal: 55% **Result: 76%**

My supervisor(s) communicates regularly with me about my role and my performance on this assignment/role

Starting point: 45% Goal: 50% **Result: 62%**

In the last year, I received an appropriate level of direction from my leadership on my skill and capability development, and on my training plan

Starting point: 38% Goal: 45% **Results: 62%**

Overall I am satisfied with my role and responsibilities

Starting point: 52% Goal: 60% **Results: 75%**