



Case Study:

Strategic Development Coaching for SLT.



How coaching & mentoring supported the
transition of a Senior Leadership Team.



The Client

Leading HR & Training Provider, Asia & Middle East. Due to the confidential nature of our coaching engagements, we do not name our clients in case studies.

The Challenge

Validity Group was engaged to raise the level of capabilities of the senior leadership team of five Senior VP's. All required development of their skills in being able to:

- Lead and support the company and their teams.
- Enhance their business acumen, reporting, and strategic abilities.
- Helping them identify key development areas.

The organisation was preparing itself for substantial change. The CEO was moving to the Chair of the Board, and the COO moving to retirement. From this team of five VP's, they wished to identify the next CEO and COO.

Both the current CEO and COO were major shareholders, and they wished to take up other life choices. This program was designed to assist in that transition.

Issues Validity was engaged in at the VP level:

- Identification of specific skills gaps.
- Testing of Vision and Strategies.
- Tactical applications.
- Female executive, working in a male dominated company in a male dominated society.
- Work Life Balance.
- Leadership.
- Coaching based conversations with staff. "Change the way we speak".
- Future planning.
- Focus. Stay on plan, if we have tested the plan and it is resilient, keep them on track.

The Solution

Validity provided a full Strategic Development Coaching & Mentoring program for each of the five VP's. As part of each program, Validity introduced a number of key concepts and tools for the participants to use.

The Vision of the organisation was tested and reviewed, and this impacted upon the strategic plans and organisational structure.

Each participant completed a Psychometric Assessment, which added further depth and clarity to the delivery.



The Results

The outcomes and results for the organisation were substantial:

- The CEO successfully moved into the role of Chair of the Board.
- The COO made his transition to retirement
- The company successfully appointed the new CEO and COO.

A restructure and change management program helped re-enforce the organisational change, and the company continues to succeed and grow, having recently undertaken two successful M&A's.

Validity Group is now clearly positioned as a business partner. We have been further engaged to plan and consult with the new CEO and COO on developing the company structure, as well as future succession and development plans.

The client was extremely pleased with the outcomes.

For more information, contact us at Validity Group today:

Contact Us