

TRANSITIONING TO A CULTURE OF EMPOWERMENT: COACHING FOR LEADERS

Post-merger, this business sought to change its review, ratings and reward systems to encourage a more collaborative approach to manager and employee relationships.

This required developing a new mindset amongst the global leadership team which incorporated message alignment, training and follow-up one-to-one coaching.



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Challenge

Post merger, this business needed to help leaders adopt a more empowering approach to leadership in order to retain, grow and improve their talent, while at the same time hitting increasing revenue targets.

Summary

To align and integrate a global data services leadership framework and set direction post-merger.

Engaged with senior leaders during their merger to identify and implement critical actions for success in their financial services and data management business.

This was done in conjunction with the HR and L&D functions in order to align the new leadership behaviours with their internal systems and processes, including a new competency development framework.

Key Activities:

- Preliminary needs analysis with key stakeholders including leaders, staff, HR and L&D
- Engaged leaders with diagnostic surveys, webinars and pre-calls
- Facilitated 2-day leadership coaching sessions on strategy development for 80+ leaders across a number of global locations
- Delivered one-to-one coaching for leaders as follow-up to sustain positive change
- Created podcast/v-blogs to drive sustainability and engagement



Edward's guidance was one of the strongest influences in growing my leadership capability. I worked with Edward as a participant in a course on developing organizational vision and results, as well as individual coaching on leading through change. His ability to use common techniques across various implementations (developing vision, team member feedback, organizational training and guidance) is efficient and also realistic.

Edward's enthusiastic presentation style, ability to tailor content for the audience, and breadth of examples, emphasize his experience. Most importantly, Edward reminded me to of how much I enjoy learning, how much I appreciated the perspective of peers in my training class, and encouraged me to continue to focus on forward progress. I'd highly recommend Edward if you're looking for personal or organizational growth.

Kristen Bevens,
Executive Director, IHS Markit