



# Case Study

## Aspire – Talent Programme

### Client Drivers

Our client a global IT professional services company set out to develop a strong leadership talent pipeline by accelerating the development of their emerging and middle management talent; both those with technical and leadership capabilities.

As many individuals progressed from technical into leadership roles it was recognised that support was needed to enable individuals to develop the fully rounded leadership skill set required to propel the organisation and its people to the next level of success.

The aim was as follows:

“To identify, accelerate the development and market internally the emerging leadership talent who are motivated to be instrumental in the (company) journey towards building an effective global brand and organisation, and living the company story.”

### Strategis’ Solution

A UK based talent programme with two cohort levels building a critical mass of strategically aligned new and middle level leaders across the business units. Both the Foundation (**Next Generation**) and Intermediate (**Get Ahead**) talent programmes had a similar design and feel with specific content relevant to each level.

Highly engaging workshops with internal sponsors in attendance were combined with:

- ▶ Coaching
- ▶ Coaching of undergraduate students,
- ▶ Highly challenging projects with internal and external stakeholders
- ▶ Charity experientials
- ▶ Self-directed team reviews
- ▶ 360° feedback
- ▶ A finale event involving presenting recommendations for new revenue streams and/or change initiatives to the UK board to secure seed funding.

Strength was built in core leadership and cultural competencies, including innovation, client focus, global mind-set, strategic prioritisation, and people leadership, as well as a specific focus on becoming one company across divisions and geographies. Networking was a vital component.

### Value To Our Clients

- ▶ Delegates at the Foundation level outperforming same level colleagues for promotions by **16%** and at Intermediate level by **8%**, as well as achieving retention rates **23%** better than same level colleagues for the Foundation cohorts and **8%** better for the Intermediate cohorts.
- ▶ Gained external networks into SME innovative companies via university incubation centres; resulting in new solutions being provided to clients solving previously challenging dilemmas. Triple line benefit: - a leading edge solution for the client, our client gained new revenue streams (£millions) and brand reputation for innovation impacted positively and it also created new channels to market for the SMEs’s
- ▶ Facilitated access to FTSE 100 CIO’s to showcase innovative solutions, increasing companies brand reputation regarding collaborative innovation
- ▶ Built commercial savvy as delegates worked with the finance division to build the business case for new innovation to be evaluated by the UK board
- ▶ Increased the reach of delegates across the globe as they searched for similar solutions occurring in other market places via their international colleagues
- ▶ The charity based experiential projects resulted in 100+ days of corporate volunteering which was included in bid tenders as part of CSR endeavours

### Delegate Quotes & Content

“This was hands down the best training event I have attended both whilst I have been at this organisation and before. Great to see so much buy in from Execs (top 50)”

“I really enjoyed it and am taking lots of useful information with me”

“The whole experience was great. It has been the best training I have taken part in: loads of interaction, thought provoking and simply the whole 2 days were inspiring”

“I thoroughly enjoyed the week and the immersive nature of it. Actually delivering value whilst learning was great”

“It was great to see how the feedback loop developed and almost became second nature!”

INNOVATION  
 COLLABORATION FEEDBACK  
 TRUST TEAMWORK  
 STRATEGIC MUSCLE  
 COMMERCIAL COACHING  
 LEADERSHIP STYLES  
 EMOTIONAL INTELLIGENCE  
 360° DEVELOPING OTHERS  
 PARTNERS DEVELOPING  
 JUDGEMENT CSR  
 CREATING VALUE  
 INFLUENCING STAKEHOLDERS  
 NETWORKING