

Leadership Coaching and Development

Case Study

Coaching Managers & Leaders of an Auto OEM in Detroit

Background

The clients are a group of managers and leaders of an Auto OEM that has large facilities in the US who were first-time managers and leaders aspiring to become executive leaders in the company.

What was the exact ask

To assess the talent profile of individuals to help make them aware of their strengths and how to improve them. For teams to assess their strength profile, do role allocation, and assist in hiring into the team.

The process

The coaches used Gallup's strength assessment tools to understand clients and also collate their team strength profile. Subsequent coaching sessions with individuals helped make awareness of the strength gaps & build on the coachee's Top 5 strengths.

The outcome

Increased awareness, communication skills, and capability to transition work to next in-line. This led to managers having more time to think strategically and be more effective in their roles.