

# Leadership Development and Coaching

## Case Study

## Building Followership

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### Coachee

Head of India Software R&D for a major electronics product organization. The coachee was identified as the successor for the India R&D Lead.

### Challenge Articulated

Basic Issues highlighted was non-acceptance by other R&D division leads as a future leaders and relationship with a few global stakeholders.

### Challenge Identified Through Coaching

Reluctance to go beyond the comfort zone and communicate proactively.

### Outcome

Increased awareness of purpose and goals, communication skills and delegation. The coachee has since been promoted to the India R&D Lead role.