

# Leadership Development and Coaching

## Case Study

## To Drive 10x Growth Through More Effective People Practices

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### Client

A listed telecom software organization.

### Top Team

CEO, Head of Engineering, Regional Lead for Europe and Americas, CHRO.

### Challenge Articulated

To drive 10x growth through more effective people practices.

### Methodology

Approach was a combination of sprints, group coaching and 1-on-1 coaching

Phase 1: Identify the big-rocks on the path to drive 10x growth

Phase 2: Sprints to address the big-rocks

### Sprints Taken

The team took 3 sprints basis phase 1:

**Sprint 1:** Re-looking at, defining and implementing the values of the organization

**Sprint 2:** Diving a culture of innovation

**Sprint 3:** Revamping the performance management system

### Outcome

Specific outcomes achieved included:

- Re-imagined organizational values
- An institutionalized program to drive continuous innovation
- A revamped performance management system that was based on OKRs, redefined performance dimensions, mapping of performance dimensions and respective impact metrics
- Initiation of coaching culture
- Change management exercise
- Individual coaching milestones for the team members