

CASE STUDY | SEPTEMBER 2025

# Designing an Intensive Training Program

For a fast-growing organization in the renewable energy sector

Leadership Coaching & Development

Business & Professional Services

## 01 Background

Our client, an organization operating in the niche sector of renewable energy, is the preferred partner for leading businesses that are transitioning to green power. With the growing importance of integrating ESG and broad sustainability practices into businesses, our client is prepping the organization for rapid growth.

## 02 What was the exact ask?

With expected growth, our client wanted to ensure that every member of the organization, and not just its leaders, is well-aligned on company values, vision, and purpose.

Our client was focused on empowering their employees and understood the importance of designing training interventions with a clear focus in that direction.

## 03 The process

We began by engaging deeply with the leadership team to understand the values and behaviors they wanted to embed across the organization. Having understood our client's unique needs, we designed a training workshop that would seamlessly translate the values of the organization and enable conversations that spark change.

Recognizing that sustainable behavioral change comes from both actions and underlying cognitive processes, we used the **Cognitive-Affective Processing System (CAPS)**<sup>\*</sup> model as the foundation of the training design. This psychological framework examines how leaders' actions are influenced by both their personality and circumstances, helping participants connect mindset with behavior.

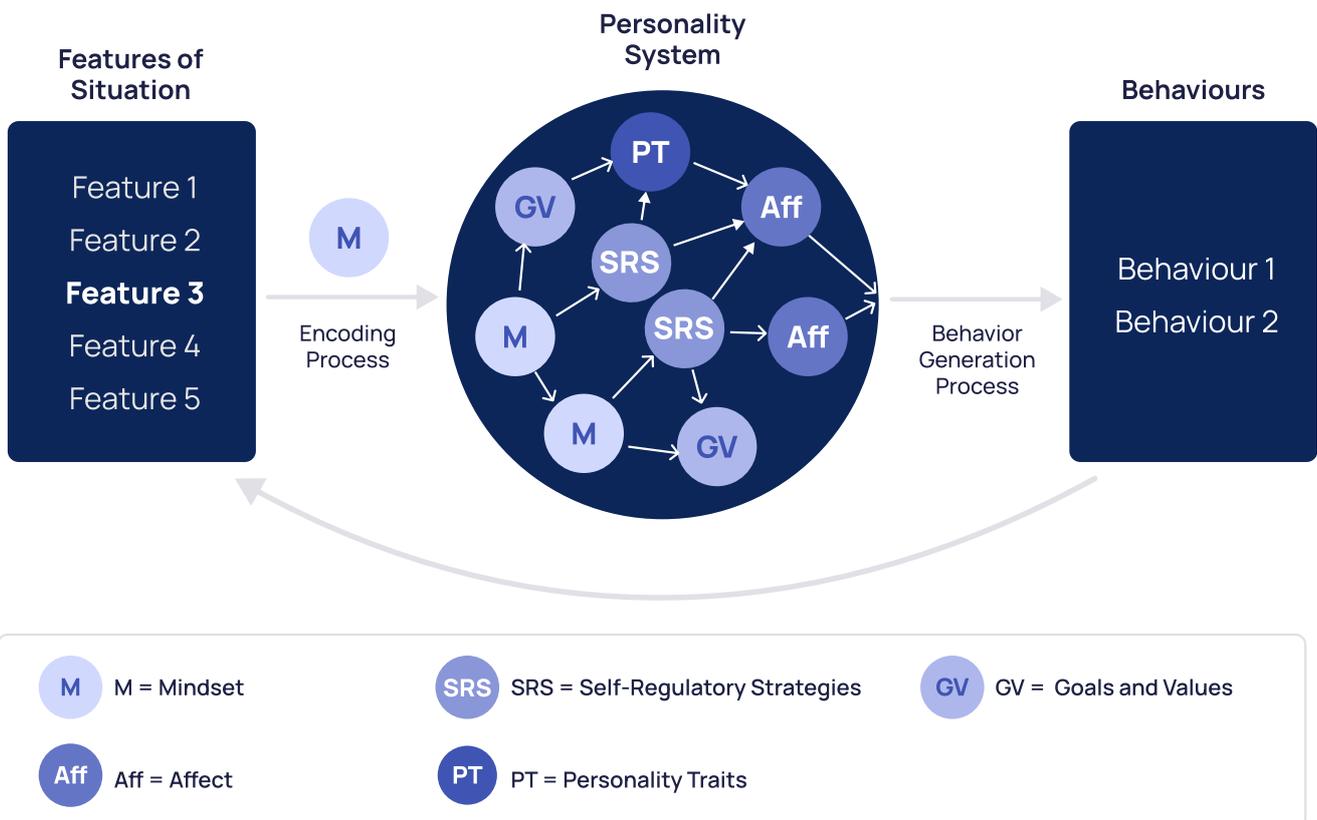
- Designed a 2-day workshop structured around Managing Self and Managing Others.
- Put together industry-relevant examples and exercises to help participants relate learning to real work scenarios.
- Used visual cues, including video clips, to trigger out-of-the-box thinking and challenge fixed mindsets.
- Incorporated roleplays and discussions that enabled participants to reflect deeply on their behaviors and leadership styles, analyzing how well they fit with organizational goals & values.
- Each exercise was designed with the intent to get all participants to explore self-regulatory strategies they might be following.

With a structured and immersive approach, we ensured that the participants emerged better aligned with the company's growth vision and equipped to lead teams effectively in the evolving renewable energy space.

## 04 PeopleAsset’s differentiator

- We built the training modules directly from the leadership team’s vision and values, ensuring strong alignment.
- Leveraging the CAPS model to build the training program ensured that we move beyond surface-level behavior change and enable deeper cognitive and emotional alignment.
- Given the unique nuances of the industry, we ensured that every example and roleplay was tailored to the renewable energy sector, making the training program far more impactful.

\* Note: CAPS model - a psychological paradigm that enhances comprehension of the motivations behind leaders’ actions, which are influenced by two primary factors, the leader’s current circumstances and the leader’s personality structure, which encompasses the individual’s different qualities.



Source: Adapted from Mischel & Shoda, 2008, p. 212