

Developing Strategic Thinking in High-Potential Leaders

CASE STUDY

GLOBAL LEADER IN FINANCIAL SERVICES



SNAPSHOT:

THE ORGANIZATION

- Global Leader in Financial Services
- ~3,500 employees

LENGTH OF PROJECT

- 9 months

THE CONTEXT:

Our leading financial services client was undertaking a new, innovative approach to developing their global high-potential leaders. They saw opportunity to increase strategic thinking and leadership capabilities, and create real impact for the business. The client sought a learning experience for a group of ~15 leaders spanning the globe. They needed a program with virtual and in-person sessions, maximizing engagement and minimizing travel costs. BPI group was selected for our leadership development expertise and track record of creating customized, blended learning solutions.

OUR APPROACH:

BPI group leveraged needs assessment data, including competency ratings for participants, to design a robust, multi-phase action learning program.

- The first phase focused on strategic thinking; participants worked in small groups to employ a strategic thinking process and tools to address high-priority business opportunities and challenges identified by senior leadership. BPI group delivered several webinars to share key information and tools, create dialogue among participants, and facilitate the action learning approach
- Ultimately, the global high-potentials shared their proposed solutions and business cases in-person, which were evaluated for implementation
- The second phase of the program leveraged a peer learning approach to further develop leadership capabilities. Through webinars and phone sessions, members learned and practiced using a coaching model with their peer mentors to enhance self-awareness to guide others' development
- Senior business leaders were engaged to provide input on program design and act as coaches to each of the action learning teams. BPI group facilitators also provided ongoing coaching and mentoring to participants

BPI group 

The Global Leadership,
Talent & Transition Experts

