

# Innovating through Experiential Leadership Development

## CASE STUDY

## GLOBAL TECHNOLOGY MANUFACTURER

### SNAPSHOT:



#### THE ORGANIZATION

- Global Technology Manufacturer
- 5,000+ employees



#### LENGTH OF PROJECT

- 5 months



#### OUR EXPERTISE

- Leadership Development
- Leadership Skills Training
- Action Learning Programs
- Career Development



#### OUR TEAM

- 2 Leadership Development Instructors
- 2 Innovation Instructors
- 2 Project Managers
- 1 Senior Strategic Advisor

**BPI group** 

The Global Leadership,  
Talent & Transition Experts

### THE CONTEXT:

A once-popular technology brand had lost its innovative edge, falling behind on successful new product development. The company's learning approach needed to:

- Foster an innovation-based culture and mindset
- Provide experiential action learning leadership development programming for high-potential senior leaders
- Empower participants to build business cases and new product prototypes
- Scale up to roll out to other groups at future dates

### OUR APPROACH:

- BPI group developed an online innovation curriculum platform that awarded participants digital badges and certifications.
- In-person and virtual sessions incorporated innovation topics, leadership development skills training, and facilitation of teams through the business case development.
- A 1:1 coaching and mentoring program matched participants with a BPI group developmental coach and a company mentor.

### RESULTS:

- Several of the new product recommendations received funding and selection for the company's product pipeline.
- Program roll-outs are underway in different regions and functional areas.
- Within a year of the first program, 90% of participants were promoted.
- Participants agreed that they could apply learnings to their daily jobs, and many now serve as mentors, coaches, and facilitators for new rollouts.

**Connect with us today. We're here to listen.**

Michael McGowan | Managing Director, Leadership & Talent  
mmcgowan@bpi-group.us | +1.312.334.3806 | www.bpi-group.us

