

Accelerating High-Potential Leaders for Succession

CASE STUDY

FINANCIAL SERVICES CORPORATION



SNAPSHOT:

THE ORGANIZATION

- A Large Fortune 500 Financial Services Corporation

LENGTH OF PROJECT

- 12 months

OUR EXPERTISE

- Leadership Development Programs

OUR TEAM

- 1 Lead Relationship Manager
- 9 Consultants

THE CONTEXT

The CEO of a large Fortune 500 financial services corporation sought to develop the top talent in the company, leaders who had been identified in a succession planning process. The CEO's specific request was that the organization's high-potential leaders be ready to step into bigger executive roles within the corporation in an 18-to 24-month timeframe.

The organization needed leaders who could drive change, influence others, develop strategy, articulate a vision, and build strategic relationships across business units.

OUR APPROACH

We developed a 12-month Leadership Development Program for 20 high-performing leaders of state banks, staff divisions, and subsidiaries. The program included:

- Multiple skills sessions
- A 360° feedback process
- Leadership development coaching
- Simulations
- Mentoring from top executives in the corporation.
- Candid conversations with senior executives internal and external to the company, providing:
 - » Insights on expectations for leaders and success
 - » Ability to learn from leaders' experiences and build relationships

At the last session, each participant presented a business improvement plan to the CEO.

RESULTS

- 85% of the participants received substantial promotions and took on bigger leadership roles within 6-18 months of completing the program.
- Participants formed strong alliances with each other across business units, which has led to sustainable growth and support for the organization's talent as well retention of senior leaders.