



Adapting to Dynamic Business Environment through Customized Learning Journey

For a Leading Manufacturing company in India

BACKGROUND: The Sales Head of one of the country's leading manufacturing organizations partnered with InspireOne to equip their Regional Business Managers (RBM) on handling their current roles effectively, and identify 5-6 star performers within the RBM group. The objective of the initiative was to enable the RBMs to think strategically, develop **productivity enhancement** and people management skills, and improve their ability to motivate and inspire people.

NEED ANALYSIS: The objective of this learning initiative was to enhance the productivity of participants and enable them to achieve better sales numbers.

SOLUTION: A customized **leadership development** journey was created for the RBMs that included the following elements:

- Development Centres to assess current strengths and areas of development, dovetailed into Individual Development Plans
- Four Masterclasses to equip participants with the required skills and behaviours
- Supernova™ – an online learning and discovery tool to aid action planning and learning
- Connect calls and Group coaching sessions to review action plans and enable participants to work through challenges in learning integration.
- The journey culminated in Certification of eligible participants, based on their participation, application of learning and behaviour movement.

IMPACT

- Through this intervention, the organization was able to identify the high performing RBMs
- Supervisors of the target group verified use of high levels of the target behaviours on-the-job

Learn More about our Leadership Solutions

www.Inspireone.in