



# Competencies Development Guide to Improve Performance

## At a Leading Manufacturing Organization

**CHALLENGE:** Most organizations today realise the need to develop their high potentials. However, in today's VUCA context, the mid-leadership of the organization is equally required to learn new skills and competencies at great speed both to remain relevant and keep up with the new demands of business.

In order to manage the above challenge, our client's requirement was to build competencies of the mid – management to combat external challenges and to leverage the large potential that they already possessed.

The challenge was to deliver a scalable leadership intervention linked to business results. The client wanted to improve the performance of its employees across critical roles through individual ownership to **leadership development**.

**SOLUTION:** InspireOne created **customized Development guides** for a set of 14 critical roles within sales and manufacturing function. The objective of these guides was to enable role holders to easily pick 70:20:10 references relevant to their role and the seven leadership competencies, and complete their Individual Development Plans (IDP). Further, Train the Trainer (TTT) sessions were conducted to create IDP champions in the system. These champions would cascade the skill of creating IDPs' through the organization. Additional collaterals & aids were created to enable them to efficiently play this role.

### IMPACT

Focusing on IDP was a quick win, which created positive momentum throughout the organization. Individuals through their commitment and the rigour in the process were able to deliver huge success in driving this competency development process. More than 60% of the leaders have completed the intervention with actions now being driven to bridge the gaps.

Learn More about our Leadership Solutions

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