

Business Case Study

Multiple Leadership Development Initiatives for an International Bank's Operations Unit

BACKGROUND

The India operations of this international Bank was established in 2006 to leverage the well-qualified workforce in building a world-class operating infrastructure for the bank's global businesses.

InspireOne is a preferred partner for the organization over the last two years and has delivered multiple interventions for the Associate Vice President (AVP) group level across locations.

SOLUTION

AVP Bridge Journey: 5 Month intervention to equip leaders with essential skills and identified competencies to transition into the next level of leadership in the organization.

Executive Presence : To enable AVPs to create a strong personal brand within the organization which creates a larger impact on various sets of stakeholders. A customized 180 degree Tool was used for Pre and Post Assessment

Leadership Advantage : A purely role-play driven workshop to develop skills of giving constructive feedback using the Situation-Behaviour-Impact Model (SBI). Over 230 participants went through the program and were assessed on a scale designed by InspireOne to determine whether they effectively use feedback skills, are a champion or need further support

KEY OBJECTIVES

Some of the key objectives were...



ACHIEVEMENTS

All the initiatives were successful and won appreciation from participants and supervisors alike

25% of the leaders have been found to demonstrate the desired skills at work

Another 30% of the leaders have emerged as champions