



# TOP TEAM DEVELOPMENT AT A GLOBAL MEDICAL TECHNOLOGY COMPANY



## Context

The SLT of the India division of a global medical technology company comprised new and tenured managers. The mandate was to enable them to function as an aligned, collaborative and self-sufficient team working towards a common organizational goal. Additionally, it was felt that leaders with an insight and working knowledge of relevant EI competencies are far more likely to excel in roles where Talent Management, Execution and Personal Credibility are core requirements.

It was a developmental initiative with direct impact on organisational growth.

## Our Approach

There was a strong linkage between the competencies in **InspireOne | TMI's EI framework** and the organization's internal Leadership Profile. The solution therefore began with an online PEQM™ assessment and one-on-one interviews with the Senior Leaders. This helped identify the current state vis-à-vis the desired Leadership Profile and the Helping and Hindering factors for the team to work towards a common goal.

The findings from these interviews were collated and shared with the organization in a half-day Development Session that focused on building collaboration using Emotional Intelligence. As a result of the session, the senior leadership team was able to establish a common understanding and appreciation of issues, as well as identify specific actions at an individual and team level, in line with business objectives.

The workshop was followed by another team connect session to share and review team commitment plans.

## Outcomes

As a result of the intervention, the senior leadership was able to:

- I. Create alignment on common goals to be achieved as a team
- II. Identify Helping & Hindering factors for the new team to function as a fully functional team
- III. Define actions at 3 levels: Individual, Team Leader and Team as an entity