



TOP TEAM DEVELOPMENT INITIATIVE FOR A LEADING INSURANCE COMPANY IN INDIA

Context

A highly energetic leadership team of an Insurance company was struggling with tactical functional focus and therefore not coming together towards achievement of strategic organizational goals. Silo based working seemed to be diluting the focus towards organisational goals. The CEO wanted to understand the helping hindering factors vis-à-vis his and team's behaviours and then work toward creating alignment, energy and collaboration toward the goals.

Our Approach

- I. An in-depth diagnostics via one-on-one interviews with the CEO and his first line to establish level of alignment and assimilation with the future state and their state of readiness to reach the future state.
- II. **The Behaviour Style Profiling tool™** was used to establish the strengths that each team member brought to the table.
- III. This was followed by a workshop and workout with the leadership team with the following objectives:
- IV. Develop an inspiring perspective of the future – with a view to create energy for the SMT as well as the rest of the organization.
- V. Develop an understanding of their role as a TEAM to bring that perspective to life.
- VI. Identify strengths as a team that will make this happen and also the things that may be hindering factors.

Outcomes

At the organisational level:

- I. The team came up with a shared and compelling future state with measures vis-à-vis all stakeholders
- II. The entire team communicated the future state with the organisation to create inspiration and energy

At each leader's level:

- I. Clear commitment on **STOP START CONTINUE** behaviours that would help them align with the future state.