



BUILDING A TRUST BASED LEADERSHIP CULTURE IN A LEADING IT COMPANY

Context

Our client, a leading IT firm realized that in order to increase people engagement and productivity, the senior and mid management had to effectively lead and engage project team members across various functions and geographies. To address this business need, the management viewed Emotional Intelligence (EI) as a major leadership competency which would enable the management to connect with their workforce, build trust among workers and imbibe a leadership based culture.

Our Approach

To support the client meet its business objectives, a unique leadership initiative based upon Emotional Intelligence was launched. The initiative mapped organization critical leadership competency with TMI EI model, which was then followed by a self assessment Personal EQ Meter tool. A 1:1 feedback was provided , followed by a 2 day experiential workshop on 'Heartwork of Leadership'. There on, the initiative has become a necessary part of the developmental journey of all mid-level leaders in the organization. The initiative was run consecutively for more than 10 years, and more than 5000 mid to senior level leaders were covered.

Outcomes

- Deployed across levels
- Integrated within the Company's DNA
- Impactful positioning of Leadership programs
- Competitive edge in People Development Strategy
- Continued emphasis on Leadership programs even in lean times