

Media Tech Client: A leadership development programme for 30 Board-1 leaders



In our assessments, we:

Discover →

As our research ([hyperlink](#)) shows, a coach's qualifications as well as the chemistry with their coachee, play key roles in fomenting an effective coaching relationship. Here at The Work Psychologists, we have a strong track record in providing highly-qualified coaches, with evidence-based psychological skills and a broad range of business experience and coaching styles, to clients in the UK and beyond. And knowing this, our clients feel comfortable that we are one of the few coaching organizations that have the depth and breadth to deliver exceptional results to any cohort. For good reason then, we were approached to deliver a far-sighted and exceptional leadership development programme for 30 emerging leaders at Board-1 level to this media tech business. The programme was to offer excellent self-insights and awareness, coupled with 12 months of coaching and development work, and which followed a similar programme to one we previously delivered to the Board with much success.

Define →

In collaboration with our client, we precision-matched the 30 emerging leaders with our Work Psychologist coaches in locations across the UK, the Netherlands and in two US hubs. Similarly to our rigorous in-depth leadership assessment process, coaches began by putting all 30 of their leaders through a thorough 360-verbal feedback process, coupled with both Hogan (HPI, HDS and MVPI) and learning agility psychometrics. The diagnostic phase consisted of 3 dedicated feedback sessions between coach and coachee, culminating in a 3-way Personal Development Plan (PDP) session with coachee's Board level managers to agree their development goals.

Deliver

This exceptional programme is ongoing; however, after the diagnostic phase all participants completed an in-depth feedback exercise confirming how the first phase had delivered against their goals and expectations, with hugely encouraging initial responses. In terms of coach relationships, 100% of Cohort 1 and 94% of Cohort 2 wanted to remain with their coaches, and 100% were favourable on their Leadership Development Academy experience. Here are some of our participants' comments:

"Loved the diagnostics and I think it's helped to get a more rounded view to enable the right development objectives. Looking forward to the next sessions!"

"Really enjoying the LDA so far! Feel a lot more energised from it and I have much clearer structure and direction on the areas I'd like to work on."

