

## **DRIVING CAPABILITIES THROUGH LEADERSHIP AND TALENT AT A GLOBAL MANUFACTURING COMPANY**

**INDUSTRY: ENERGY**  
**5 SEPTEMBER 2018**  
**EDITION #1**

A Multinational Conglomerate Company with interests in Energy gained competitive advantage by investing in the development of its 200 front-line Leaders.

The CEO of this company recognized the performance impact of investing in the development of its 200 front-line leaders across the plants. Vyapt was engaged to finding the gaps and then to design a capability-enhancement intervention to improve overall business performance.

The program reflected three desired outcomes: Change the front-line leadership culture, Focus on more productivity at shop floor and fulfil business objectives, To become the change champion to drive results more effectively.

### **CORE PRINCIPLES**

The leadership development strategy ensured ongoing impact through a focus on core principles:

- Action-oriented and results-focused
- Anchored in day-to-day activities
- Reinforced with regular feedback
- Measured to demonstrate progress and impact

**Innovative design principles as well as the advance learning methods and technologies were incorporated in the program. Different tools and techniques—customized and automated reminders for individuals, tailored courses, and focused leader-driven sessions—were comprehensively blended together to create a "learning, doing, and leading" environment.**