

LEADERSHIP SUCCESS

THOMAS BAILEY

thomasbailey.co

+61 431939628

BUILDING STRONG LEADERSHIP IN A REGIONAL WELLNESS POWERHOUSE

APAC SCOPE

AT A GLANCE

BENEFITS

- Clear Leadership standards for all
- human centred design leading to high engagement
- 15% increase in organisational engagement
- Expected standards to talent rating and management

CHALLENGES

- Limited understanding of Leadership
- Limited cultural maturity
- Low levels of Line Management ability
- Inconsistent approach to leading and managing



Passionate advocate of human development practices that really drive outcomes.

Proven track record of driving impact, development and performance through end-to-end capability-building practices across global, regional and local settings for some of the world's largest organisations.



OBJECTIVES

To re-energise, relaunch and iterate the organisation leadership standards to be more impactful, more engaging and more usable everyday for all employees regardless of level or role, Secondly was support a consistent approach to the practical aspects of people management

APPROACH

Understanding what had been achieved previously, what the feedback was and what were the objectives was the starting point. Armed with this information and a series of stakeholder engagement rounds I set about using a human centred design to create a toolkit of solutions individuals would use that were relevant to them, I focused on support at the moment of need for the different levels of leader in the business. Once this was complete I focused on a comprehensive highly engaged roll-out.



KEY PRINCIPLES

Needs analysis

Key to success was understanding the needs and potential performance gaps that leadership would fill, designing accordingly and then reporting back to the business the clear behaviour change result.

Stakeholders Management & Leadership

Clear regular communications to the key stakeholders with a regular rhythm to ensure alignment, influencing at varying levels to ensure best practice.

Strong Methodology

Using human centred design was central to the development of a usable & intuitive toolkit, including:

- Moments of need
- Self assessment
- Easy practical actions
- multiple applications

70%

of an employees learning is in the flow

20%

The next 20% is through working together

10%

The final 10% is through formal training