

MANAGING GROWTH

Upskilling Leaders and Teams for Rapid Growth at a Fortune 50 Insurance Company

THE CHALLENGE

Studies have shown that only around **30%** of high performers have leadership potential. Most will struggle at the next level. A Fortune 50 insurance company was experiencing these challenges with new leaders in its fast-growing technology function. While these leaders were technically savvy, they lacked the coaching and leadership skills necessary to succeed. As a result, the company was experiencing low engagement, poor performance, and rising conflict both within the technology function and also between the technology function and other departments.

THE SOLUTION

AllR partnered with the company to upskill a cohort of 140 senior leaders and managers. The program leveraged a combination of assessment, individual and group coaching, and leadership development, to provide these leaders with the self-awareness, leadership skills, and coaching skills necessary to succeed in their new roles. The client then expanded the program to include team effectiveness engagements for its high-stakes teams. Finally, we empowered the company's HR and Talent Development team to deliver AllR's Enterprise Team Effectiveness solution.



Assessment



Individual Feedback Sessions for Senior Leaders



Group Feedback Session for Managers



Classroom Learning



Individual Coaching for Senior Leaders



Group Coaching



Peer Coaching



Missions



Nudges



aiir | TEAM EFFECTIVENESS® for Senior Leadership Teams

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The Results:

The program was extremely successful. 89% of participants reported using learning from the classroom learning and group coaching sessions to improve their leadership. Leaders in the cohort reported, among other benefits:

- > Enhanced self-awareness
- > Increased willingness to collaborate
- > Successful management of specific units
- > Constructive and forward-thinking communication

"Thank you for a great session. Between stress at work with thousands of phone agents requiring help with a setup to work from home and having two kids at home with impending online classes, I was finding myself not able to sleep at night. I felt such a great relief after your session and a surge of positive energy."