

CASE STUDY

INSURANCE
INDIVIDUAL LEADERSHIP
TRANSFORMATION
LEADERSHIP EFFECTIVENESS

"As his leadership style transformed, his leadership team was able to begin transforming the organisation."

THE CHALLENGE

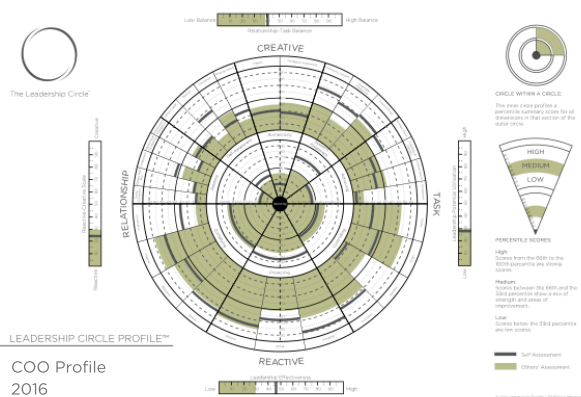
This insurance organisation's Chief Operating Officer (COO) was renowned for his strategic intelligence, commercial insights and an ability to "see into the future". However, his leadership style was one of profound controlling, micro-management, arrogance and an inability to lead his team towards collective outcomes.

THE APPROACH

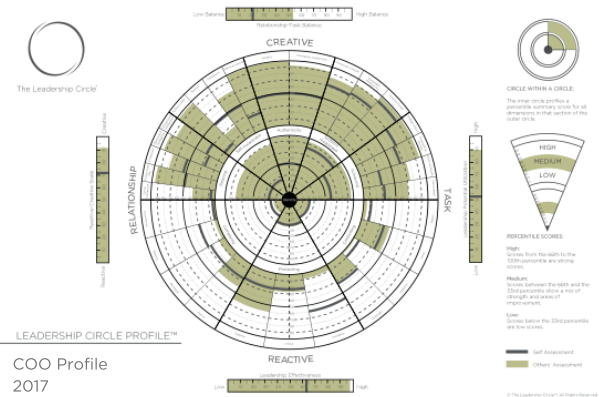
The Leadership Circle partnered with the COO and his team, with fortnightly coaching sessions for the COO over a 12-month engagement. Over that same period, there were also three team-based interventions using The Leadership Circle Profile and The Leadership Circle Culture Survey.

THE IMPACT

As a result of the work done in collaboration with The Leadership Circle, the COO's leadership effectiveness score improved more than 200%. As his leadership style transformed, his leadership team was able to begin transforming the organisation. Notably, the organisation's individual leaders recorded a greater than 30% increase in their engagement scores. As well, the organisation benefitted from a 34% lift in its creative culture.



BEFORE



AFTER

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