

Pharmaceutical Society of Australia

Pharmaceutical, Member Based Organization, Financial Results, and Team Coaching



THE CHALLENGE

The Australian affiliate of a multinational pharmaceutical corporation had four managing directors in five years, causing the business to experience instability and leading to under-par financial results.

The current MD partnered with The Leadership Circle to set a new, clearer direction and to establish a sense of collective leadership and improved organizational performance.

“For the first time in nine years, strong financial results were recorded”

THE APPROACH

The company’s leaders underwent The Leadership Circle Profile over an 18-month period, with team and individual coaching interventions. The focus on building internal capability through Leadership Circle accreditation allowed their learnings to be cascaded internally beyond the initial intervention.

THE IMPACT

For the first time in nine years, this corporation recorded strong financial results. Its internal engagement scores also improved, with several notable innovation projects launched.