



CREATING A HIGH-PERFORMING LEADERSHIP TEAM



INTRODUCTION

A Midwest community college department specializing in skills training faced underutilization of talents and a lack of clarity regarding work styles. The Executive Director sought to transform the leadership team with the help of [Bâton Global](#) and Predictive Index's insights.



THE STORY

This community college department provides comprehensive services such as skills training, talent development, and business consulting. These offerings are designed to foster the growth and progression of various entities including businesses, industries, government agencies, and nonprofit organizations.



THE CHALLENGE

The department faced the challenge of team members not fully utilizing their talents, coupled with a lack of understanding regarding individual work styles. The Executive Director additionally grappled with how her leadership style impacted the team's performance, necessitating a transformative approach.



THE CHOICE

[Bâton Global \(B|G\)](#) delivered a series of workshops and behavioral assessments to address the department's challenges. Through data-driven insights and ongoing support, they empowered the team to understand their strengths and weaknesses, improve communication, and evolve their leadership styles.

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CREATING A HIGH-PERFORMING LEADERSHIP TEAM

A department within a Midwest community college was facing a critical challenge. Despite having a talented team of individuals, they were not fully utilizing their skills and abilities to meet the organization's established goals. Team members lacked a collective understanding of their individual work styles, which led to communication gaps and inefficiencies. The Executive Director additionally grappled with understanding how her leadership style influenced the team's overall performance. This challenge necessitated a transformative approach to better align the team's strengths and goals.

To address these issues, the department turned to [Bâton Global](#) because of their specialization in talent optimization. [Bâton Global \(B|G\)](#) engaged by initiating a series of workshops aimed at establishing the department's talent strategy and creating a high-performing leadership team. Central to their approach was the utilization of Predictive Index's talent optimization insights, which provided data-driven guidance and recognition of talent needs, team design, and team cohesion.

[B|G's](#) intervention yielded noteworthy results, equipping the Executive Director and her team with the insights and guidance necessary to create a high performing, cohesive team. Highlights include in-depth discovery sessions and Predictive Index Behavioral Assessments. Through collaboration with the Executive Director and key team members, [B|G](#) enabled the organization to gain a better understanding of leadership styles, work preferences, and individual strengths and

gaps. Workshops and transformative sessions also uncovered the team's shared desire for precision and consistency.

This transformation process is an ongoing endeavor, and [B|G](#) continues to provide support through departmental working sessions and individual coaching for team members. To ensure that the learnings from the initial intervention are integrated across the team, [B|G](#) gleans additional insights through regular strategic meetings with the Executive Director to improve leadership capabilities and enhance team design. They additional host workshops to support personal growth, increase satisfaction in day-to-day work, and deepen individual commitment.

The collaboration with [B|G](#) empowered the team with the necessary insights and data to improve collaboration and cohesion, leading to greater business results. Some of the key positive outcomes include clarity in working styles, increased awareness, and an evolution of the Executive Director's leadership style.



The partnership between the Midwest community college's department and Bâton Global, supported by Predictive Index's insights, ultimately enabled the creation of a high-performing leadership team. Through a combination of data-driven insights, workshops, coaching, and ongoing support, the department was able to overcome their initial challenges, maximize their talents, and achieve better results as a cohesive and collaborative team. This transformation serves as a testament to the power of talent optimization and strategic leadership development.

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