



SELECTING NEW LEADERSHIP WITH THE BOARD



INTRODUCTION

A global financial services company, boasting tenured leadership but lacking a clear strategy to identify and nurture emerging leaders, sought the expertise of **Bâton Global (B|G)** in facilitating an executive leadership development program.



THE STORY

Committed to delivering exceptional service and reliable protection, this insurance provider excels in adapting its offerings to meet the unique needs of its policyholders. It combines a long-standing tradition of trust with innovative approaches to ensure effective and responsive insurance support.



THE CHALLENGE

With tenured leadership and a need to develop the next generation, the company faced the challenge of establishing a succession plan and identifying emerging leaders for future roles. This organizational gap posed obstacles in ensuring a seamless transition to new leadership while sustaining operational efficiency and growth.



THE CHOICE

Engaging **B|G**, the company embarked on an executive leadership development program, delving into insights through interviews and surveys. **B|G's** tailored coaching sessions, team programs, and strategic consultations with the board ensured individual growth and preparedness for leadership roles, enabling a smooth transition without directly selecting successors. Presenting transparent recommendations to the board about required skillsets and capabilities was also essential for the organization's future leaders.

bâton | global



SELECTING NEW LEADERSHIP WITH THE BOARD

A global financial services company faced the challenge of establishing a clear plan to identify and cultivate the next wave of leaders while possessing a strong, tenured leadership. Seeking guidance, they engaged **Bâton Global (B|G)** to drive an executive leadership development program to navigate this transitional phase.

Through comprehensive interviews and surveys, **B|G** gathered insights into emerging leaders' competencies and succession planning, presenting key findings to relevant stakeholders. Leveraging these insights, tailored programs were designed for each leader, ensuring a seamless transition of leadership.

B|G's collaboration continued with personalized coaching sessions, team development programs, and strategic sessions with the board, executive team, and leadership committee. This proactive approach facilitated individual growth and measurable progress, setting the organization up for a successful leadership transition.

Leaders witnessed tangible growth while receiving constructive feedback, enabling the organization to ascertain areas of improvement and readiness for succession. **B|G's** support extended to providing transparent recommendations to the board, guiding them on the skills and capabilities essential for future leaders without directly selecting successors.

“

Working with many organizations, *Bâton Global* has raised the bar on what to expect from consulting firms.

”

LET BÂTON GLOBAL
HELP YOU DESIGN A STRATEGY
THAT ACHIEVES YOUR GOALS.



Matthew Mitchell, PhD
Founding Partner



Molly Lopez
Senior Consultant

Contact Molly to accelerate your journey with Bâton
1.515.205.0911 ✉ molly.lopez@batonglobal.com