

CASE STUDY

LEADERSHIP GROUP COACHING

for a 2,500-Person Engineering firm



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LEADERSHIP GROUP COACHING FOR A 2,500-PERSON ENGINEERING FIRM



“TRAINING-TO-BEHAVIOR” GAP FOR NEWLY PROMOTED TECHNICAL LEADERS

A 2,500-person engineering and architecture firm was running a one-year leadership academy for first-time people leaders. While the academy provided formal learning, the sponsor needed participants to **translate that learning into real leadership behavior** with their own teams. The cohort also included leaders from different divisions, creating a need for **stronger peer connection** and broader **cross-functional perspective** across silos.

Across session reports, the same leadership challenges surfaced repeatedly: delegation, accountability, direct feedback, listening, workload management, confidence, and leading through change. In practical terms, the organization was facing a **“training-to-behavior” gap** for newly promoted technical leaders.

GOALS OF THE GROUP COACHING INTERVENTION

The goal was to help first-time leaders apply what they were learning in the academy to live situations, while also increasing connection and learning across divisions. More specifically, the group coaching intervention needed to: 1) reinforce academy content in a practical, applied way 2) create a confidential space for leaders to bring real-time challenges 3) strengthen peer learning and cross-functional understanding support measurable leadership behavior change over time.

DESIGNING PROGRAM STRUCTURE AND MEASUREMENT

Group Coaching HQ added a **five-session virtual group coaching layer** around the leadership academy. The format included one 90-minute session followed by four 60-minute follow-on sessions, each scheduled **2–3 weeks after an academy module**.

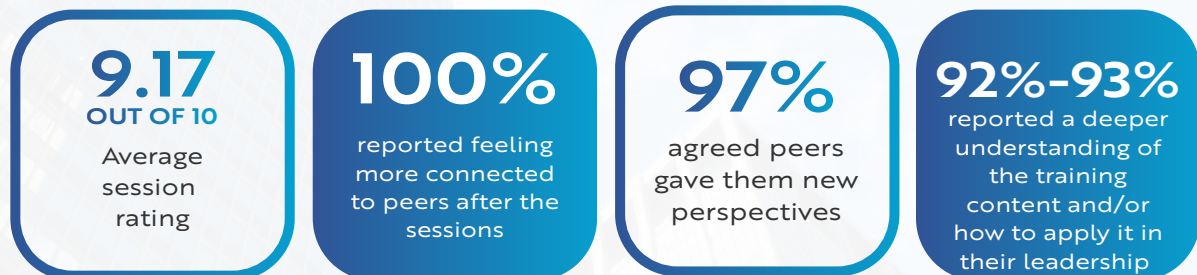
The program was structured as six groups of four or five, creating a confidential, high-participation environment in which every leader could bring live work challenges into the room. Measurement was built into the design through **post-session surveys** and theme summaries after each module.

Within the sessions, participants worked through recurring leadership challenges including delegation, accountability, direct feedback, listening, and change leadership. Reported coaching behaviors practiced included **active listening, open-ended questions, and mirroring**.



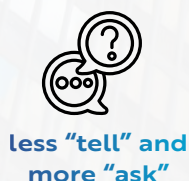
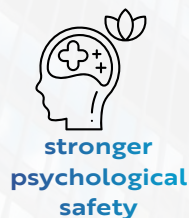
DEMONSTRATED RESULTS AND BEHAVIOR CHANGE

The program delivered strong reported outcomes across experience, application, connection, and perspective:



Reported coaching behaviors practiced included **95% active listening, 68% open-ended questions, and 59% mirroring**.

Over time, repeated behavior-change themes included:





The Future of Coaching Happens in Groups

Whether your organization is exploring group coaching for the first time or ready to elevate an existing strategy, Group Coaching HQ is your partner in building programs that amplify impact and set a new standard for coaching in organizations.

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