Leading during uncertainty

Client need

Facing challenging times within a difficult market, a recent acquisition, and quality issues, a CPG business was missing its financial targets and recognized the need to better develop its leaders. The organization wanted to equip leaders with the skills to manage through and out of this period of uncertainty.

The solution...

The organization partnered with BTS to create a solution that:

- Allowed every leader in the business to experience a structured **1:1 coaching program.**
- **Used digital and remote technology** to connect leaders to an executive coach, allowing leaders to explore a set of topics.
- Covered resilience, leading in uncertainty, creating energy for change, and building momentum.
- Explored digital content prior to each session to **identify best practices and key ideas,** which they could then apply and personalize with their coach.

Results

The business bounced back to **meet its revenue and profit targets** in the year the program was run

> **Helped me and my team rediscover our spark**

9.4 out of 10 average rating for the quality of the coaching sessions

96% of participants said they **changed** due to the experience

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Leading in Uncertainty Journey with Mindset Coaching

Optional launch call to engage and inspire your learners.

1:1 Coaching

Session 1

Leading At My Best Part 1

"I can choose my response" Exploring the neuroscience behind being at your best when you most need it. Understanding how to recognize when you are not at your best (in the box) and identifying the triggers behind this.

Pod or Webinar 1

2 hours

Leading in Uncertainty

"If it's not me then who?"
The world is become more uncertain (VUCA) and as leaders in a crisis we need to find the way, even in unknown situations. In this session we help you to focus on what you can control and act upon confidentially. We help you determine what matters and cut out the noise. And then we help you coach yourself and others towards the best choice available.

1:1 Coaching

Session 2

Leading at My Best Part 2

"Overcoming limiting beliefs" We all have mindsets and ways of responding to stress when we are not at our best. We call these mindtraps. We help you here to understand your mindtraps and how to break free of them.

Pod or Webinar 2

2 hours

Visioning

"I know where I'm going"
Despite uncertainty, great leaders provide a sense of direction. They do this by creating tension between where we are now and where we want to be, and then know how to communicate it to others in a compelling and inspiring way.

Pod or Webinar 3

2 hours

Taking People With You

"I can connect with and engage others"
True empathy is rare and is not about "understanding how you feel" but about putting yourself in another's shoes, and acting from this place. By following a simple four-step process we can better understand their perspective and how to take others on the journey.

Virtual delivery over 1 – 4 weeks

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