Case Study

Leading for Results program for multi-country APAC leaders across 5 business lines

Organisation

Global environmental services & energy company, APAC region

Participants

20 mid-to-senior operational leaders, cross-functional cohort from engineering, chemical solutions, technologies, and procurement

The opportunity

The organisation was growing fast across the APAC region. Many of its strongest technical performers had stepped into leadership roles.

These were capable people who knew the business inside out, but hadn't had the structured support to match their operational expertise with people leadership skills.

The business wanted to close that gap and give its managers the tools to lead teams, coach performance, and collaborate across functions and geographies.

The approach

An intensive program bringing leaders together from across the region. The design started with behavioural assessments completed before the program, giving each participant a baseline understanding of their leadership style.

From there, the program worked through coaching, delegation, innovation, and change leadership. Every framework was applied to real operational challenges the participants were facing.

Reinforcement was built in from the start: impact plans, manager check-ins, and a structured coaching model that participants practised in-session and committed to using with their direct reports.

> **"Very engaging. Activity-based training session with real life scenarios and encouraged deep thinking to find probable solutions to current challenges being faced."**

Relevant Feedback

95%
Skills covered applicable to role

98%
Facilitator engagement and expertise

91 (zero detractors)
NPS (average)

Key outcomes

18%
Productivity uplift in trained leaders' teams

24%
Reduction in voluntary turnover (12 months)

21%
Improvement in 360 feedback scores

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