



BUILDING LEVEL 5 LEADERS across the organization

“Axialent provides us with high-impact programs that leaders find compelling. These programs challenge individuals to truly examine themselves as leaders in how they show up at work, at home and in their communities. Offering pragmatic skill-building and self inquiry, these are the only programs I have found that convincingly link leading with integrity to the positive ROI for stockholders!”

Director of Executive Development

context
challenge
approach
impact

- Leading online portal, search engine and Internet directory
- Leadership Development + Developmental Coaching for Top Executive
- Europe, US, Asia and Australia

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Seeking to operate more effectively in an increasingly-complex matrix structure and shift towards a more consumer-focused culture, the company requested that Axialent:

1. Lead a global leadership development initiative for Vice Presidents and Senior Directors.
2. Work with one of their top executives to help him expand his scope of influence and deal with the complexities of a highly dynamic business unit.

Building level 5 leaders across the organization

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- Combining workshops and application coaching, this customized Leadership Program focuses on what leadership means for the company, how to build a values-based leadership style, create accountability inside the organization, and encourage integrity and commitment through communication.
- The executive coaching program covered: Axialent conducted in-depth culture and leadership assessments to pinpoint areas of improvement in the division's leadership.
 - › Diagnostic and definition of critical skills.
 - › Retreat designed to articulate leadership vision and development plan.
 - › Application of leadership philosophy and skills.
 - › Ongoing support through on-the-job training.
 - › Assessment of development and post program measurement and evaluation.

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- **The Leadership Initiative has reached more than 400 participants over two years with high scores in feedback forms and continuous spread to new regions.**
- **For example, one executive increased constructive styles and decreased defensive behaviors [as measured by the LSI tool], enhancing his ability to respond to the increasing challenges and complexity of his job. He was subsequently promoted to Head of European Operations shortly after his coaching engagement.**