

CASE STUDY

HR Business Partner Director Launches DEI Design and Development After Doubling Role Capacity



Featuring Helen Gwosden, HR Business Partner Director

■ THE CHALLENGE:

Due to business growth and the Covid-19 pandemic, Helen's role responsibilities doubled in scope. She personally oversaw more than 4,500 team members at 30+ sites in 19 countries. Compounding this new reality was an ongoing discussion about recent promotions of two new executives. While both have excellent technical skills, it was their people and leadership skills that needed further development. This development gap sparked a greater conversation about leading through conflict and organizational change.

▲ THE SOLUTION:

- ✓ An Executive Coaching engagement that includes the CliftonStrengths® Assessment and an in-depth narrative 360-degree Assessment.
- ✓ Customized aspects from the Impact Playbook Leadership & Influence Accelerator for the two newly promoted senior executives.
- ✓ Coaching the sponsoring leader on how to have greater influence in their organization.

◆ THE RESULTS:

- Peace of mind knowing the executives are getting the coaching they need to shift from a potential liability to a true asset.
- Created more opportunities for Helen to have greater impact in her organization.
- Transfer of responsibility for the right people to take charge so Helen could proactively focus on other key initiatives for her organization, specifically DEI design and development.

○ TESTIMONIAL

"Our executive coaching experience working with RLD Group was so impactful that we sought out RLD Group's insight and revised our approach to DEI before moving forward. Their narrative 360-degree interview process was so much better than our previous engagements with other executive coaches. We've already hired RLD Group for more engagements with other leaders in our organization because their impact was that significant."

- Helen Gwosden

Disclaimer: These documented results of this case study are intended to illustrate the potential results of solutions offered by RLD Group, LLC and cannot be a guarantee of future results.