

CASE STUDY

Hybrid Work Team Comes Together Under New Executive Leadership in Post-Pandemic World.



Featuring: Praveena Vajja, Product Lead | Board Member

THE CHALLENGE:

A recent change in the senior leadership team introduced new strengths and working styles into the organizational workflow and leadership team.

Reestablishing trust throughout the organization presented new challenges when adapting to a post-pandemic hybrid working environment. The organizational leadership team needed clarity and detailed focus as they redefined their strategy following the reorganization.

There was also significant concern about how to leverage each team member's strengths and increase insight on how to better position each team member during the process.

THE SOLUTION:

- ✓ Design an interactive, engaging, and actionable CliftonStrengths® Workshop experience and a keep-alive action plan for the entire leadership team.
- ✓ Conduct a follow-up one-on-one debrief with the VP of Product to discuss workshop results and co-create an action plan to support team cohesion and performance.

THE RESULTS:

- A program that worked for all types of personalities within THE leadership team while keeping company culture in mind.
- Greater clarity and understanding of each leader's strengths and care-about's based on their innate talents throughout the entire team.
- Increased trust and better collaboration and conflict resolution. This was reflected in the successful execution of key initiatives.

TESTIMONIAL:

"I worked closely with Lisa [RLD Group CEO] to develop a strength-based leadership workshop for leaders in our organization as part of our offsite. As a leader, I strongly value the benefits of Strengths-Based Leadership to maximize organizational efficiency, build trust by focusing on developing the strengths of our people. I selected RLD Group for this workshop after reviewing and comparing the work they did for other similar workshops.

After meeting Lisa to discuss our organization's structure, current state and our key objectives & outcomes we want to drive for the next year, Lisa curated a very specific/custom program that worked for all types of personalities within my leadership team while keeping company culture in mind.

Our investment in this workshop was well worth it resulting in building trust and better collaboration and conflict resolution. This was reflected in successful execution of key initiatives. "

- Praveena Vajja

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.