

# CASE STUDY



**TALENT  
CENTRIC**  
DESIGNS

## Client Info

Industry: FINANCIAL  
SERVICES

Employee Size: 20,000

HR Team Size: ~250

## PROJECT: Design our Leadership Development Program

### Primary Area of Practice: Type of Engagement:

- |  |   |
|--|---|
| <input type="checkbox"/> Attract & Acquire       | <input checked="" type="checkbox"/> Gap analysis      |
| <input checked="" type="checkbox"/> Learn & Grow | <input checked="" type="checkbox"/> Resource creation |
| <input type="checkbox"/> Culture & Engagement    | <input type="checkbox"/> Advisory                     |
| <input type="checkbox"/> HR Strategy & Structure | <input checked="" type="checkbox"/> Facilitation      |

### The situation and need:

There was an identified need to accelerate the development of leaders through the stages of the leadership path. Angela was engaged to lead the creation of the architecture and implementation of this work.

### Approach and techniques deployed:

- Design of overall leadership development ecosystem
- Design of each program within the leadership ecosystem
- Implementation of the design, including facilitation of key sessions

### Key output and impact:

Angela created an **overarching plan** to develop aspiring leaders, new to role leaders, and those already within leadership who were ready for acceleration to the next level.

Then, she created the individual programs for each of these needs to address competency development, **including defining program participants, creating action learning case studies, coaching leaders-as-facilitators and mentors, identifying external vendor partners, selecting program collateral, and curating the overall plan with a through-line.** Angela also facilitated some of the sessions.

Among the results is that there was an over 20% promotion rate before program end for one of the programs and an overall increase in leadership effectiveness across all levels.

**“Angela is strategic and knows how to build highly effective talent programs based on best practices and her innate knowledge of increasing employee engagement. She knows how to drive business results through talent.” DK, SVP, Enterprise Learning**