

EFFECTIVENESS IS THE SUSTAINABLE PATH FORWARD

The right combination, or balance, between focus on effectiveness and striving for efficiency will help you and your employees to achieve the desired business outcome.

ARYA makes your organization effective with the help of smart tools. This series of case studies aim to share the way we approach your challenge and work towards a sustainable result.

ARYA THE BEST LEADER

Not the warm and fuzzy kind! Expect to be challenged on how much of the ineffectiveness is driven by your stylings or rigid practices, and how much of that has impacted your credibility within the workforce. Be prepared to gain a different sense of awareness and application of differentiated leadership methods.

CASE STUDY LEADERSHIP



The challenge: Despite efforts to recruit a senior financial leader for one of its top priority units, management had been unable to find qualified external candidates and, at the same time, felt that internal candidates' skills were outdated.



The goal: Management needed to be convinced about the potential to elevate internal candidates, utilizing a more targeted recruitment and training approach.



The strategy: We sought, and found, internal high potential talent(s) and we reassessed their skills. We identified the most suitable candidate with proven leadership skills. We then created and implemented a training program to shadow top financial leads already within other units.



The outcome: The successful internal candidate picked up all requirements within just a few weeks and has since been promoted to senior leads at a much faster pace than the organizational average.

Case studies for ARYA services taken primarily for work conducted for World Bank Group (I.F.C.) and other endeavors. Application of practices reflect future ARYA direction.