



Leading Success in Finance

Case Study | Lead as You



A global financial services team were looking to build upon the ability of their leadership skills by taking part in our Lead as You workshop.

The pilot scheme was successful, with extremely positive scores and feedback, with all groups opening up to share their experiences and values with each other. The participants also noted how glad they were that their organisation would invest in them as people as a powerful way of growing them as managers.



Challenge

This financial services team registered 85 of their colleagues across five different locations worldwide: London, Zurich, New York, Hong King and Sydney.

The organisation was searching for a way to improve the effectiveness of these line managers with a focus on:

- Inclusivity
- Relatability
- Meaningfulness
- Approachability
- Supportiveness
- Being authentic



The Solution

Each of the participants was invited to take part in the iAM experience

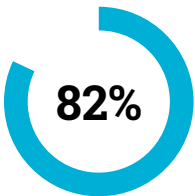
Each of them had a meeting with their iAM developer to recognise and understand their values on a more fundamental level, discover what their trigger points were, and how they could use their natural self to apply in leadership conditions in the workplace.

Afterwards, they were all invited to participate in the *Lead as You* workshop, which explored how to lead with authenticity, inclusion and empathy.

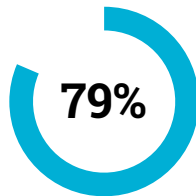


Results

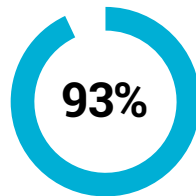
- ✓ All attendees understood the concept of being themselves in the workplace and how it would help them to be more effective line managers.
- ✓ Participants felt great knowing their organisation was investing in them as people as powerful way to enhance their development.
- ✓ All groups opened up with a significant change in how they now feel about speaking up for high standards.



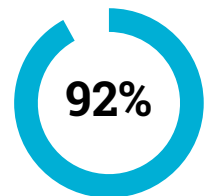
Agreed they can see how by being themselves, they could make a life changing difference to others



Would recommend this workshop to others



Agreed that they saw how they could be more inclusive as a manager by being themselves and better managing themselves



Identified actions to make more of a difference to their line manager effectiveness.



Don't leave action to change on the side. **I'll apply all the learning** from this course

A participant from Zurich

