

Client Example

Global Bank

LEADERS FOR THE FUTURE

MONITOR EXECUTIVE DEVELOPMENT delivers solutions to match our clients' needs. We design and deliver the optimal combination of learning approaches, content, experiences, expertise and logistics.

STRATEGIC CONTEXT

The bank's senior leaders wanted to retain high potential leaders, drive culture change, break down organization barriers and accelerate new business strategies. The target audience was an initial population of 1,500 high performers in Europe, Asia and the Americas, with an additional 250 every year going forward. All the potential participants had track records of success, a need for action and a good likelihood of advancement. The client wanted senior leaders deeply involved in the design and delivery of the program. And, because the bank was driving a new focus on clients, it was important to showcase clients. Finally, the entire approach needed to feature an active, experiential approach.

PROGRAM OVERVIEW

The client team worked with Monitor to create the architecture for an integrated, two-year design. Multi-day residential programs focus on strategy, leadership, teamwork, clients and the future. Small teams work on strategic action learning projects chartered by senior leaders and supported by action learning coaches. All participants receive coaching and career support, special opportunities and a chance to get involved in community projects. Threaded through the events are team simulations, custom case studies, knowledge-building games, dozens of senior leaders and even a virtual field trip. After shaping the overall program design and helping to select delivery partners, Monitor Executive Development now serves on the program's oversight team and delivers the module on client focus. The program has completed one full cycle and two more groups have been launched.



“The [program] has **exponentially improved my understanding of strategy** and approach to clients...
As the information set in, I realized how much I had picked up about our firm’s vision.”

PARTICIPANT

MONITOR EXECUTIVE DEVELOPMENT

a member of MONITOR GROUP

www.med.monitor.com medinfo@monitor.com

Boston, USA +1-617-252-2000

Los Angeles, USA +1-310-566-4400

Paris, FR +33-(0)1-55-35-1313

London, UK +44-(0)20-7838-6500