

Client Example

Biotech Research Supplier

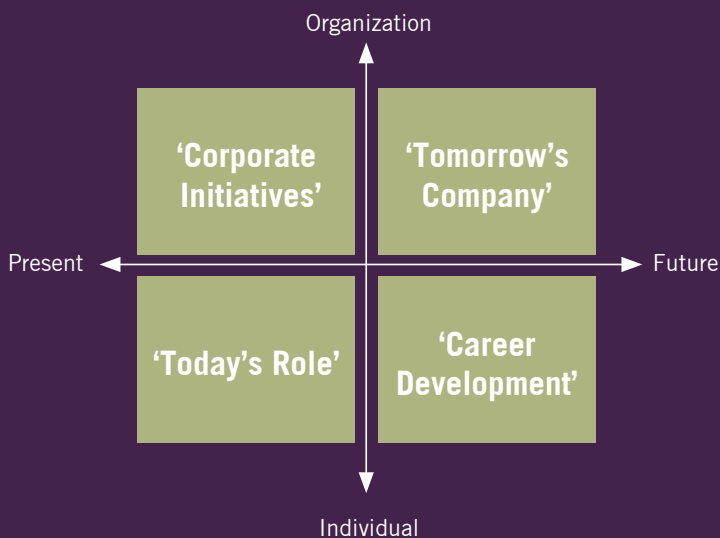
REINVENTING LEADERSHIP DEVELOPMENT

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 CEO of a global supplier to pharmaceutical researchers had just led his team through a major strategy exercise. He and his HR head believed the new strategy demanded a more sophisticated approach to leadership development. In addition, they wanted to involve the top management team in a participative process to deepen their understanding of new leadership demands and build consensus for action.

PROGRAM OVERVIEW



Monitor gathered data about the company's leadership system by surveying the top management team and key HR managers, using a proprietary tool for assessing leadership development beliefs and processes. We also conducted 1-on-1 interviews of the senior team. In a one-day workshop soon after, Monitor helped the CEO and his team work through our findings, identifying and prioritizing the highest impact opportunities. The participants' feedback was universally positive and they have since instituted virtually all the strategic and tactical changes which were identified in the process.



“The open dialogue about our leadership development system was excellent.”

CEO

MONITOR EXECUTIVE DEVELOPMENT

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