



## CASE STUDY

### Aircraft Industry Leadership Programme

#### **The Challenge: Inertia**

How to transform 1500 managers, technical experts in their fields, into Leaders involved with their teams

#### **The Solution**

Coach 36 company managers to train their peers in groups of 15

Training involves two half-day sessions and allows each participant to master leadership attitudes and practices

This programme creates networks of managers progressing together using the same techniques

#### **Strong Points**

The training is provided by the company's own managers

Improvisation techniques taught by professional actors foster greater understanding of other people's viewpoints and flexibility in dealing with new situations

Insights from professional sports coaches stimulates the search for 'out of the box' solutions

## The Result: Momentum

The managers find practical answers to daily problems together

93% of participants express satisfaction with the outcome of the programme

The 36 managers demonstrate an extraordinary leadership style and the senior management team welcomes this experience

## Manager Testimonials:

*"I discovered that everyone has something to offer and I also learned how to make my own contribution count." A.W.*

*"Very intuitive learning. I genuinely put the lessons learned into practice every day." R.B.*