



- Industry: Software
- Solution: Team Business results: Extraordinary Mentoring™
- Focus: Leadership skills
- Other deliverables: KCI's Solution Assessment™, report and execution process

Accelerating the “Evolutionary” Development of Junior Management

A medium size software company experienced KCI's leadership workshop to develop both senior management and junior management levels.

“Historically our company has been growing in leaps. Each time this happens many junior managers find themselves promoted into leadership roles that require dealing with more complex decisions and more difficult challenges. Knowing how to navigate in this fast pace environment is imperative.”

The goal was to allow managers to accelerate their development, learn how to mentor teams to high performances, engage employees, create unity around organizational interests and be an effective channel of communication between senior management and their teams.

Criteria were set around effective decision making and increase in team productivity.

Outcome

“KCI taught our junior team things our senior team learned over a lifetime of experience managing people. It wasn't your average generic leadership workshop. The online assessment tailored the workshop to our people's strengths and weaknesses but most importantly, in learning the how to acquire these new skills, our managers learned how to guide their teams through change as well. Results were clearly established in the effective decisions junior managers made and in obvious increase in team productivity across the board. These are life changing skills. It was the best leadership workshop I've ever been to.”

- Team building results are offered in a variety of skill specific topics including but not limited to: sales, customer service, leadership and time management
- There are no offsite costs and the process is seamlessly integrated into the team's daily work routines
- Managers facilitate the acquisition of new skills in the team, establishing a 95% success rate without the expert ever meeting or interacting with the team
- Based on a neurological process that accelerates the five steps the brain takes to acquire something new in a lasting way
- Dramatic change is visible within weeks and results are lasting.