

Innovative Change Leadership Program Prepares Hi-Pos to Lead a Changing Business

Case Study – Executive Summary

Challenge

To support this communications company's vision for the future, high-potential leaders in the technology development organization needed to become change agents, able to recognize and lead change rather than just react to it.

Solution

As part of the group's year-long hi-po development program, ExperienceChange™ was implemented to build the change leadership competency. Kimberly Douglas, President of FireFly Facilitation and an ExperiencePoint certified facilitator, was already working with the company's executive university program on a variety of leadership development initiatives, which included ExperienceChange™ and ExperienceInnovation™ workshops. She recommended ExperienceChange™ because it would give hi-pos the framework and strategies to adapt to the changing business and make change happen.

Since the 80 participants were dispersed across seven different cities, the program was delivered using a virtual meeting platform. The technology allowed for face-to-face dialogue, collaboration, and both small and large group interaction.

Impact

- Successful program implementation with high participant energy and engagement across all seven locations
- Development of change leadership competencies in a critical hi-po group
- Reinforcement and alignment with other key leadership competencies, including innovation and collaboration

“The reason I love the program is that, while our leaders have done a very good job in setting the course for how we need to pivot as an organization, this experience crystallized for this population why we’re doing what we’re doing from a leadership perspective and why they’re hearing this message over and over. It helped them

understand the different stages of change rather than just reacting to change. Now that they've gone through it, I believe they'll be able to recognize and lead when they are part of a broader change initiative."

– Associate Director/HR Business Partner