

# OUR CLIENT SUCCESS

## CLIENT

Financial Advisory Firm

## INDUSTRY

Financial Services

## PROJECT

Customized Leadership Development Training



## THE CHALLENGE

Every business relies on its people to succeed, and it's your leaders that inspire everyone to move in the same direction. Our client sought support in further developing and enhancing leadership capability in their people managers. Teal & Co. was engaged to address this challenge through the development and facilitation of a customized Leadership Development Workshop, tailored to the organization's specific needs and culture.

It was essential to ensure we developed a meaningful learning experience for our client's people managers with the specific skills and strategies necessary to navigate the complexities of leadership. Teal & Co. recognizes that successful leadership takes effort and conscious work and a focus on improving skills and capability in leaders will make teams stronger and in turn organizations stronger.

## OUR APPROACH

- Conducted a thorough needs assessment with all people leaders to gain an in-depth understanding of gaps and areas of development in leadership capability
- Collaborated closely with the client to define and customize learning objectives in consideration of the needs assessment and culture
- Facilitated a series of in-person and virtual leadership development sessions leveraging various learning modalities to support learner retention and engagement
- Developed customized tip sheets and takeaway materials to reinforce key learnings and reference in the future



## THE OUTCOMES

- Expert facilitators facilitated three-hour learning sessions on key areas of leadership capability (Performance Management, Difficult Conversations, Time Management)
- Developed and distributed informative tip sheets to reinforce key learnings, promoting sustained development beyond the workshop
- Positioned the organization for ongoing leadership growth and the establishment of consistent people management practices
- Equipped people managers with practical tools and strategies for immediate application, fostering increased confidence and effectiveness in their roles as leaders
- Participant feedback was extremely positive and indicated impactful learning experience with key takeaways and learnings that were immediately actionable