

LEADERSHIP CASE STUDY

We are delivering project results through our project management and organizational leadership best practices and tools.

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OBJECTIVES

Our client, a private biotechnology investment fund, was growing quickly and seeking to improve their leadership and culture to retain the top talent they have attracted.

Their team included some team members who had never managed employees before and were being promoted. Additionally, it was a fast growing company that had a demanding work environment.

SOLUTION

In order to bring transparency of the various leadership styles to the senior leaders of the firm and to the managers themselves, our firm conducted 360-degree reviews for all managers including the CEO. As a certified social and emotional intelligence coach, Belinda DiGiambattista used a behavior based assessment tool that also includes a few free-form questions to gather the feedback on each leader.

The information was analyzed and summarized, and Professional Development Plans were created for each manager that illustrated where they saw themselves compared to where others saw them. The analysis included information regarding their strengths, areas of improvement and next steps.

BENEFITS

1. Transparency and new information

Each manager received insights on where they can improve their own leadership and positively contribute to the company culture.

2. Improved company policies

Senior leaders identified gaps between core values, policies and training needs and were able to make changes.

3. Professional Development Plans

Each manager was provided with a roadmap of how their strengths and weaknesses play off one another and next steps to improve as leaders and managers.



AT A GLANCE

CHALLENGES

- Needed to train their leaders and managers.
- Needed to match values and policies.
- Needed to retain talent to execute on big goals.

BENEFITS

- Behavior-based 360 degree reviews provided insights for improved leadership, the management of the overall culture, and the insights to retain talent.



BELINDA DIGIAMBATTISTA

CEO Choose Your Metric

"For over 7 years, our company has been improving our clients' abilities to focus on their mission, the work that matters most, through coaching and consulting in the areas of leadership, accounting, operations, and human resources.