

# EXECUTIVES ARE PREPARING THE NEXT GENERATION OF LEADERS

Equal focus on culture, soft skills, and strategy builds a sustainable future.

## WHO NEEDED HELP

A rapidly growing private investment fund looking to train and retain their top talent, including high-performers who had never managed people before.

## HOW WE HELPED

We put transparency at the center. Deep and fast 360-degree reviews for all managers including the CEO, gave Belinda DiGiambattista - a certified social and emotional intelligence coach - the necessary information to build individual Professional Development Plans for each manager. Each leader now has their focus and accountability in place for growth.

## WHY THIS WORKED

### 1. Transparency and new information

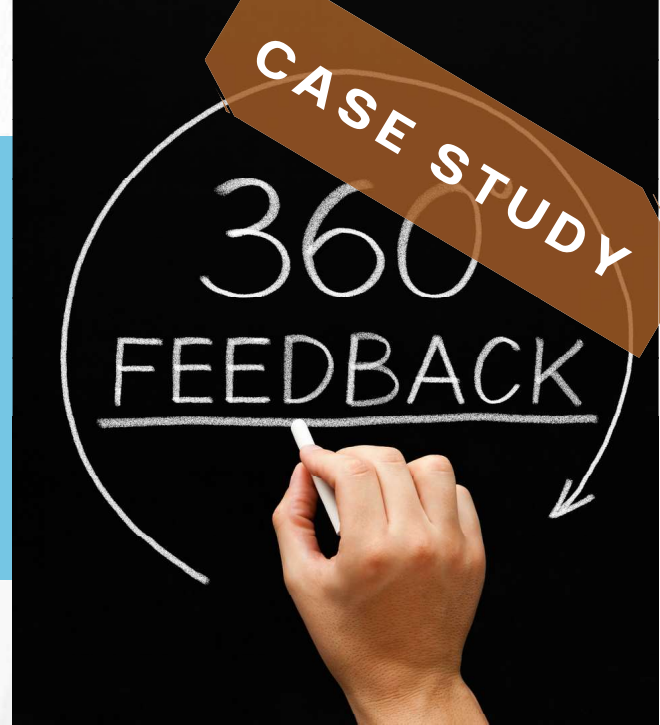
Managers received insights on where they needed to improve their leadership and learned new skills so they could contribute to building a great culture.

### 2. Improved company policies

Senior leaders identified gaps between core values, policies and training needs which allowed them to make changes.

### 3. Professional Development Plans

Managers received custom roadmaps showing how to leverage their strengths to overcome weaknesses and next steps to grow as leaders.



## AT A GLANCE

### OBJECTIVES

- Train their leaders and managers.
- Match core values with company policies.
- Retain talent to execute on big goals.

### BENEFITS

- Behavior-based 360 degree reviews provide insights that elevate leadership, improve overall culture, and provide tools to retain talent.



## BELINDA DIGIAMBATTISTA

CEO Choose Your Metric

Our work improves our clients' abilities to effortlessly execute their mission, the work that matters most, through leadership coaching and consulting. Our Founder experience enables us to support CEOs in achieving big goals in all areas, and help them steer their talent in the same direction.

