

Leveraging Talent Management

The Learning Partner

With more than 11,000 employees globally, this N Vision learning partner is one of Europe's leading IT companies providing one of the world's most complete IT infrastructure product and solution portfolios to benefit customers in 170 countries.

The Situation

Attracting, retaining and developing top high potentials is the hallmark of this leading IT service provider in order to align the *right people* with the *right jobs* at the *right time* and to secure the continuity of key leadership and talent in the organization. The company set the dual strategic goal of (a) cementing its new leadership culture at an operational leadership level and (b) improving co-operation and leadership performance in a complex matrix organization through cooperative learning via Business Driven Action Learning.

The N Vision Learning Solution

Partnering with the company's Development & Learning team and key executive leaders, our experienced N Vision learning consultants designed a modular learning solution for the staged development of the organization's top 50 international talents over 10 months. Learning interventions were carefully designed to meet the individual needs of the learners and were aligned with the corporate values of the organization:

The first modules focused on **Leading Self**, a highly personal journey that led to increased self-awareness and mastery of key management and leadership skills. In the following **Leading Others** modules, the participants learned how to build authentic and personal relationships, interacted with senior leaders and external business experts, and contributed business results through their Business Driven Action Learning efforts. Between the scheduled learning events, participants had the opportunity to apply the newly gained knowledge to their personal team and leadership situation. During the fieldwork phase, many had **Performance Coaching** sessions with N Vision Learning consultants.

The Results

Internal cooperation of the project teams and among the group of operational leaders improved considerably and as a visible result, they are now able to serve customers better across borders and functions. These 50 high potentials took a big step towards instilling the leadership culture at an operational level and now are able to access a new leadership and talent network within the company. They are well-positioned, energized and confident to deliver the IT products and solutions that meet customer needs.

This successful learning solution to leverage top talents was possible, in part, because of the dynamic and robust learning partnership between the client organization and N Vision. The strong commitment and participation of the organization's senior management helped create relevance and meaning for this leadership talent pool.