

People Labs – Your Partner in Journey to Excellence



L&D CASE STUDIES

Case Study 1: India Leadership Team Offsite

Context: A Fortune 500 company was facing the challenge of cohesion and common vision alignment in its India Leadership team.

Desired Objective: To make the India Leadership team members understand the power of Shared Leadership and Vision alignment and stop the negativity.

Intervention: We conducted 3-day leadership offsite around the themes of Understanding self, understanding others, Shared Leadership, Manager as a coach, and matrix relation challenges. The same has been received very positively and they have roped us in for the organization level intervention.

Case Study 2: Setting up Center of Excellence for a large Public Sector Bank

Context: One of the largest public sector bank is setting up Center of Excellence on Leadership and People Development.

Desired Objective: Triple objective of designing cutting edge programs, training the trainers and launching open programs.

Intervention: The intervention is designed around the triple central themes of “**Knowledge Creation**”, “**Knowledge Application**” and “**Knowledge Dissemination**”.

Case Study 3: Retail channel sensitization

Context: One of the leading MNC pharma company started a new distribution channel, wherein its sales team was expected to visit retailers.

Desired Objective: To conduct sensitization as well as awareness workshop for its Sales team towards opportunities and challenges in retail sales channels.

Intervention: We conducted the workshop for entire 350 sales team members based on the triple concepts of: ROI v/s Margin, POS visibility and importance of effective communication in problem resolution.

Case Study 3: Vision Alignment for Sales team

Context: A subsidiary real estate company of a large conglomerate was setting up a new team and facing issues of vision alignment across departments.

Desired Objective: To ensure a common goal and common identity across the levels and functions.

Intervention: The intervention was preceded by TNI and meeting with key stakeholders. Subsequently, three interventions were carried out with the team along with the leadership team along the themes of Customer Centricity, mind & brand recall and effective service delivery.

Case Study 4: Effectiveness for 1st time People Leaders

Context: A fortune 500 company is having a heterogeneous mix of old timers and lateral joiners in 1st level people leader role.

Desired Objective: To ensure team effectiveness and reduction of people issues.

Intervention: The intervention is presently under process with psychometric assessments around Thinking styles and Leadership Styles. The other attributes are Emotional Intelligence and understanding self and others.

Thank You

For any further details:

 subrat.peoplelabs@gmail.com

 +91-99105-29977 | +91-99584-35470