



Moving People Further, Faster

Development for Self, Team and Organization

WHY the program was requested

A leading logistics and supply chain company wanted to **accelerate the high potential development** of a global group of middle to senior level managers to move them further, faster for the benefit of the individuals, their teams and the organization. In particular, the following capabilities and behaviors were identified for improvement:

- 🔄 People management, customer focus, results orientation
- 🔄 Collaboration, agility, business insight

WHAT results the program delivered

"The program was intense but life-changing. It helped me to understand other people's motivations, manage with empathy, learn new approaches to problems, focus on priorities, and set clear goals and plans to achieve them."

Participant

95%

95% of alumni said the program helped them to become more:
Authentic | Influential | Strategic

The program transformed participants through personal insights and increased competencies, enabling them to **lead the company into the future** and **accelerate business success**. According to our alumni, the top 5 outcomes of the program were:

1. Improved employee engagement
2. Positively influenced organizational culture
3. Achieved better financial results
4. Advanced diversity and inclusion
5. Reached specific business objectives / KPIs

Client Industry
Logistics & Supply Chain

Target Audience
Mid-Level to Senior Managers

Geography
Global

Program Duration
12 Months

Type
Customized

Format
Blended

Total Participants
24

Average Program Score
9.5/10

Recommendation Rate
100%

HOW GAIA Insights designed the program

We **co-created the content** in partnership with subject matter experts from our partner network and from the organization itself, given a key design principle was to align the program with the client's broader leadership academy curriculum.

We deliberately used a **blended approach** combining virtual, in-person, experiential, social and self-directed learning for participants to integrate new knowledge and tools with on-the-job practice, for sustained results. Participants spent an average of 2-4 hours per week on the program, as well as attending 3 live modules of one week duration (in Sweden, India and – instead of Panama – virtually due to the pandemic).

The main elements included:

- Bi-weekly expert webinars on topics such as Personal Impact and Systems Thinking
- Gamified leadership simulations for example on Time Management and Leading Global Teams
- Personal and team assignments, e.g. journaling, self-reflection and candid conversations
- Individual coaching sessions to deep-dive into participants' leadership challenges
- Assessment tools including 360° reviews and a Political Intelligence Profile
- Real-life business challenges facing the organization, specific to the respective market
- Personalized feedback from GAIA Insights Program Mentors (highly valued by 84% of alumni)



Does your organization want to develop authentic and purpose-driven leaders?

Contact our team to find out how your organization can benefit from choosing to partner with GAIA Insights: transforming.leaders@gaia-insights.com

gaia-insights.com

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GAIA Insights is a virtual boutique firm providing customized leadership development solutions that participants describe as "life-changing". Since 2012, we have designed and delivered premium programs around the world that are highly personalized, for sustained results. Together with carefully selected experts from our global network we develop authentic, inclusive and courageous leaders who lead from within. GAIA Insights is a Certified B Corporation®.

Our clients include:

