



## **VOYAGE A Virtual Talent Development Program** Engaging Early Talent and Influencing Organizational Culture

### **WHY the program was needed**

A leading global Pharma company with over 125,000 employees wanted to develop early talent with high potential to move into management roles. It needed to **engage future leaders** to embrace the enterprise and **support an organizational culture shift** “from the bottom-up” by fostering cross-divisional exchange and networking.

### **WHAT results the program delivered**

The Voyage program delivered impactful outcomes for leaders, the organization and its stakeholders by **engaging a pool of future leaders** who positively contributed to a culture shift. Accompanying benefits included increased business efficiencies, customer satisfaction as well as innovation initiatives.

**93%**

93% of alumni said the program helped them to become more:  
**Self-aware | Inclusive | Effective**

According to our alumni survey, the program contributed to the following **business outcomes**:

1. **Improved employee engagement;**
2. **Positively influenced corporate culture; and**
3. **Decreased cost, bureaucracy, waste.**

“I had big reservations as Voyage was a digital journey only. **I have been positively surprised and very motivated throughout.** I strongly recommend it.”

Participant

Client Industry  
**Healthcare**

Target Audience  
**Early Talent**

Geography  
**Global**

Program Duration  
**9 Months**

Type  
**Customized**

Format  
**100% Virtual**

Total Participants  
**196**

Average Program Score  
**4/5**

Recommendation Rate  
**93%**

## HOW GAIA Insights designed the program

The main elements of the Voyage program were:

- Bi-weekly, interactive expert webinars on topics such as Influencing and Team Dynamics;
- Online games for Time Management and Leadership;
- Virtual networking on a social learning platform;
- Self-reflection and journalling exercises; and
- Facilitated monthly group sessions to support the application of new leadership behaviors on-the-job.

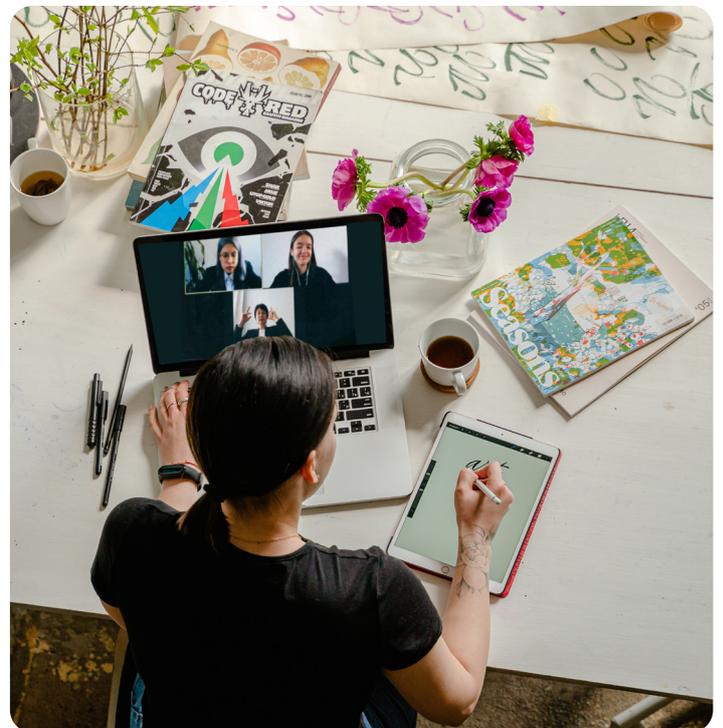
Our design team collaborated closely with the organization to pilot this fully virtual program. Our approach **to embed new skills through practical use in real life** included participant engagement and networking with organizational leaders.

GAIA Insights worked meticulously to ensure a robust **connection between the adoption of leadership behaviours and the desired program outcomes.**

Topics such as Growth Mindset and Intrapreneurship were selected not only to foster individual growth but to also build an enterprise mindset within teams across the organization, and to improve the patient and customer experience.

**Does your organization need to develop and engage high-potential leaders?**

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**GAIA Insights** is a 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.

Our clients include:

