



## A Leadership Journey for Early Talent

### Developing Purpose-Driven Leaders to Foster Cultural Change

## WHY the program was requested

A leading global Pharma company identified the need **to develop and retain high potential early talent**. The client wanted a journey-type program to foster authentic and courageous leaders through discovery of their leadership purpose, as part of a cultural transformation to deliver on its business strategy and mission.

## WHAT results the program delivered

According to the client, this program positively:

- 🔄 **Transformed leaders** by unlocking their authentic leadership purpose
- 🔄 **Grew the next generation of leaders** to advance the organization
- 🔄 **Impacted the company's culture**, performance and innovation

Participants highlighted the **noticeable and long-lasting influence** the program had on who they were, how they led, and the impact they had – in particular because they could “integrate and live” the learnings.

**94%**

94% of alumni said the program helped them to become more:  
**Courageous | Self-aware | Collaborative**

The top 5 business outcomes identified by alumni were:



Positively influenced corporate culture



Improved employee engagement



Implemented innovation initiatives



Achieved specific business KPIs



Advanced diversity & inclusion

“This was the best training I have ever attended. It is the only program that has really been **embedded into my DNA and is still part of me today.**” - Participant

Client Industry  
**Healthcare**

Target Audience  
**Early Talent**

Geography  
**Global**

Program Duration  
**9 Months**

Type  
**Customized**

Format  
**Blended**

Total Participants  
**247 / 8 cohorts**

Average Program Score  
**9.4 / 10**

Recommendation Rate  
**100%**

## HOW GAIA Insights designed the program

The journey was tailored to address the client's requirement for sustainable transformation of leaders, their teams and the organization. **By partnering closely and continually aligning** with the desired objectives, in our client's words, GAIA Insights delivered "an exceptional program and constantly raised the bar", including after the program went fully virtual in 2020.

### In particular the client appreciated our:

- 🎯 Flexibility and agility
- 🎯 Non-transactional approach
- 🎯 Quality of expert facilitators



### Our blended program design included:

- 🎯 **Immersive** learning during a total of 21 face-to-face modules delivered in Europe, Asia and The Middle East, including nature-based events to build team trust;
- 🎯 **Virtual** learning through interactive bi-weekly webinars on topics supporting key development themes;
- 🎯 **Social** learning via small group activities to aid rapid knowledge transfer;
- 🎯 **Practical** learning through work-based scenarios and cross-team problem solving challenges;
- 🎯 **Gamified** learning including an online game to improve time management and a simulation to equip leaders to become more effective change-agents;
- 🎯 **Personalized** learning such as 1:1 coaching and individual mentoring.

"As we know, purpose-driven leaders and organizations achieve better results and drive innovation." - Client

### 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](mailto:transforming.leaders@gaia-insights.com)

[gaia-insights.com](https://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:

