



APM Terminals

Growing High-Performing Leaders and Cultural Role Models

WHAT participants said



Average
program score



Average rating of
usefulness for participants'
careers within APMT



Average rating
of usefulness to
develop as a person





"This leadership program was exactly what I needed to be successful. It was impactful, life-changing and supported me in taking the next career step for my executive role."

- Participant

WHAT the business impact was

APM Terminals, a business unit of A.P. Møller-Maersk, operator of one of the world's most comprehensive port networks, wanted to accelerate mid-level leaders' readiness to assume senior leadership roles. By creating a pool of skilled and high-performing individuals across the company, **APM Terminals wanted to drive and role model their culture and strategy to ensure future business success.**

As part of the program, participants:

-  Identified potential annual savings of **USD 4 million** through avoidable inventory control costs
-  Developed a **new Customer Relation Management system** to be implemented across the APM Terminals global network
-  **Increased the efficiency** of crane spreader swaps
-  Improved invoice **fraud detection**

WHY GAIA Insights

APM Terminals chose GAIA Insights to support this strategic remit thanks to its **end-to-end solution, the versatility of its partner network** and its ability to customize the program fully.

"What makes the GAIA Insights approach different is that it allows us to bring together various specialists within their respective fields. Now we have **complete flexibility** to shape and design the program and bring in different partners to deliver what they do best.

The program is **fully customized to us and to the development needs of the individual participants**, so we do not need to adapt to an off-the-shelf solution."

Peter Jakobsen, Head of Human Resources A.P. Moller Capital (former Global Head of Talent Management APM Terminals)

HOW the program was set up

GAIA Insights and its partners worked collaboratively with APM Terminals to design the comprehensive blended learning program, Magnum, consisting of bi-weekly webinars and four one-week live modules across the globe. In addition to specific expert topics, the components included game-oriented leadership development, sustainable high-performance tools, real-life business projects for APM Terminals and individual coaching.

The 18-month program catered for annual cohorts of 20-24 mid-level managers, from all across the world. Individual development goals were defined and aligned with themes that centered around personal leadership, collaboration and engagement, as well as business impact. Throughout the journey, GAIA Insights Program Mentors provided high-touch and personalized support, for sustained results and impact.

HOW the partnership evolved

The design by GAIA Insights was a significant change from previous APM Terminals leadership development programs. It was a bold but crucial move to enable cultural transformation, ambitious leaders and new strategy to thrive. Senior leaders who joined in to support the cohorts witnessed for themselves the **power of the blended design and personalized impact**.

Key to success was the close partnership and trust between APM Terminals and GAIA Insights that enabled a **flexible and dynamic approach** to the program. The design could evolve both in response to participants' needs as well as to changing business requirements, which turned out to be vital when APM Terminals needed to address systemic change within the organization.

"The GAIA Insights team was so invested in the program, working very hands-on with participants to help them get their maximum personalized value out of it, that you would not even know that GAIA Insights was an external partner. Our partnership created a **'one team, one company, one common goal'** atmosphere; which allowed us space to grow and adapt together while creating powerful learning experiences for our participants."

Head of Talent Programmes, APM Terminals



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:

