

# STRATEGIC ACTION LEARNING PROJECTS

**We were asked by a FTSE 100 Financial Services organisation to work with 45 of their senior leaders as part of a global leadership development Programme in conjunction with Columbia Business School.**

**The business was undergoing significant organisational change and individuals were facing personal anxiety and uncertainty about their own situation whilst at the same time, tasked to lead their people through the change.**

**This was a very real opportunity for each participant to step up to new challenges as key individuals around them left the business or moved to new roles.**

The action learning methodology used, developed leaders' ability to be in action on their strategy development whilst reflecting on their leadership skills at the same time.

This real time approach is a powerful learning form as it prevents over-reliance on cognitive 'classroom' learning. The methodology means that leaders can't help but be 'themselves' as they work on strategic projects with their colleagues. It is a highly transferable form of transformational learning.

Working closely with the business school faculty, we provided coaching support to individuals and group process facilitation during the strategic projects.

This intensive approach to connecting leadership and strategy produced some direct strategic breakthroughs for the business. Several of the leaders that received our coaching went on to be promoted within 12 months of the programme and have subsequently required us to support themselves and their teams.