

How did a leading Engineering & Consultancy firm leverage coaching to create a more engaged workforce by empowering their top management?

Key Highlights of the Project



6-month Executive Coaching intervention for 13 senior and middle management executives.



Utilization of pre-coaching assessment and post-360-degree feedback to gauge progress.



Emphasis on self-awareness, leadership style, and team engagement to enhance leadership capabilities.

The Need



- A premier Engineering & Consultancy firm aimed for a comprehensive 6-month leadership development intervention using Executive Coaching for senior and mid-level executives.
- They partnered with NamanHR to cultivate the professional growth of their managers, ultimately elevating employee engagement within their respective teams—a concern identified through Gallup's Engagement Survey.

The Approach

We implemented a three-phased, 6 months long executive coaching intervention focusing on self-awareness, leadership style, and team engagement.



Phase 1: Planning and Initiation

Commenced with a kick-off meeting to grasp expectations, address challenges, and align goals coupled with pre-coaching assessments, offering qualitative feedback via individualized reports.



Phase 2: Implementation

Over the course of 6 months, our coaches facilitated six one-on-one coaching sessions and telephonic consultations, guiding executives to extract actionable insights from their custom reports, helping them craft Individual Action Plans.



Phase 3: Planning and Initiation

Conducted insightful focus group discussions and individual interviews post-intervention, followed by a feedback session, culminating in a final review with the HR team to assess the impact and outcomes achieved.

The Impact

1

Increased self-awareness:

Coaching sessions led to a deeper understanding of leadership style and its influence on team engagement.

3

Measurable improvements:

Post-coaching feedback revealed positive changes in leadership style, management practices, and team member engagement levels.



2

Enhanced engagement strategies:

Executives learned to utilize both extrinsic and intrinsic motivators to improve employee satisfaction.

4

Sustainable development:

Executives demonstrated a commitment to continuous improvement through their enthusiasm for further coaching support from HR.

Seeking to cultivate leadership that not only guides the workforce but also empowers individuals to emerge as future leaders.

Reach out to us today at inquiry@namanhr.com and empower your organization for sustained success.