



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

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Increased self-awareness:

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



Enhanced engagement strategies:

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

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Measurable improvements:

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

Sustainable development:

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

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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@namanhhr.com and empower your organization for sustained success.