

How did a leading Indian Public Sector Bank elevate leadership development with personalized Executive Coaching?

Key Highlights of the Projects



A one-year Executive Coaching intervention for 64 Senior Executives



Facilitated by a team of Certified Coaches and Industry Experts, with 10+ structured sessions and periodic progress checks.



Delivered individual impact through enhanced self-awareness, competency development, potential unlocking, clarity, focus, and prioritization.

Know more at www.namanhr.com



The Need

The bank aimed to develop their senior executives to prepare them for upcoming leadership roles.

This initiative focused on:

- 1 Enhancing leadership capabilities.
- 2 Driving self-awareness and introspection.
- 3 Creating a culture of continuous learning and coaching.
- 4 Improving organizational effectiveness and fostering a proactive work environment.



The Approach

The intervention was meticulously structured to achieve transformational leadership development through the following phases:

Phase 1



Orientation

- All participants were introduced to the coaching process, aligning them with the objectives and the expectations for the journey ahead.

Phase 2



Individual Coaching Sessions

- Each participant went through 9 structured one-on-one personalized sessions based on the Coachee's 15FQ and Assessment Centre reports with their Certified Coach.
- Sessions focused on key leadership competencies, tailored to help each executive unlock their potential and improve decision-making capabilities.

Phase 3



Reviews & Progress Checks

- Mid-term and final reviews allowed executives to reflect on their journey, assess their progress, and recalibrate their goals for optimal growth.
- Periodic progress checks ensured consistent engagement and accountability.

Phase 4



Post-Coaching Assessment

- A final assessment post-intervention helped executives and stakeholders measure development across identified competencies and leadership skills.

The Impact

At Organisational Level



1

Established a high-performing, self-actualized leadership team.

2

Improved relationships and proactive collaboration, driving overall organizational productivity.

3

Enhanced market value and strengthened the organization's brand through leadership development.

4

Cultivated a culture of self-introspection, continuous learning, and coaching

At Individual Level



1

Significant increase in self-awareness, unlocking executives' full potential for higher achievement.

2

Clear identification and enhancement of key competencies required for leadership roles.

3

Improved focus on high-value tasks and clarity in prioritizing both professional and personal goals.

Looking to elevate your leadership team through personalized coaching interventions?