

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.



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



Phase 2



Phase 3



Phase 4



Orientation

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

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.

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.

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



At Individual 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

- 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?