

How a Global Industrial Gases and Engineering Leader Fostered a Strengths-Driven Culture with NamanHR's Customized Intervention



A strategic, 6-month strengths-based intervention led by NamanHR's Gallup-Certified Strengths Coaches and Industry Experts



Integrated CliftonStrengths™ Assessment and 360-degree feedback for a comprehensive analysis and personalized development plans.



Customized approach focused on building 6 core competencies essential for leadership and future growth.

Key Highlights of the Projects

The Need

The company sought a comprehensive 6-month long Strength-based intervention for its 30 senior-level engineers.



These leaders were tasked with navigating the complexities of the VUCA world, enhancing leadership effectiveness, and deepening skills in key behavioral areas.



Results delivery



Leadership



Cross cultural sensitivity

6

Core Identified Behavioral Competencies

Teamwork & Collaboration



Customer focus



Organizational commitment



The Approach

We designed a three-phase, strengths-based journey focused on self-awareness, collaboration, and leadership development to unlock the engineers' potential and align their strengths with the organization's future needs.



- Began with individual behavioral assessments and immersive outbound sessions, enabling participants to **discover their unique strengths** and align personal goals with organizational priorities.
- This phase fostered clarity on how to leverage strengths for leadership and strategic planning.
- Through a series of coaching sessions, creative workshops, and leadership teachings, participants learned how to apply their strengths in practice.
- They also explored the principles of **interdependence, unconscious bias awareness**, and the role of collaboration in leadership, gaining insights from our coaches and industry leaders..
- This final phase focused on applying their newly developed skills in real-world scenarios through **Assessment Center exercises**.
- The participants emerged with refined leadership capabilities, which were celebrated in a **graduation ceremony** that marked the successful conclusion of their strengths-driven transformation.

The Impact

Increased self-awareness:

Participants gained a clear understanding of their strengths and areas for growth.



Mastery of core competencies:

Improved skills in all six key behavioral areas.

Effective communication:

Stronger communication channels fostered within teams and departments.

Personalized development plans:

Individual Action Plans provided targeted pathways for continuous leadership development.

Culture of collaboration:

Enhanced teamwork and trust across cross-functional teams.

Leadership confidence:

Participants felt more equipped to lead themselves, their teams, and others with confidence

Looking to elevate your leadership team through personalized coaching interventions?

Contact us at inquiry@namanhr.com to explore how NamanHR can help your leaders unlock their full potential.