

BUSINESS CASE HISTORY: INFLUENCING TO CREATE LASTING VALUE

A HUGE SUCCESS BESPOKE "TROJAN HORSE" CULTURE TRANSFORMATION PROGRAMME, IMPROVING INTERNAL AND EXTERNAL RELATIONSHIPS, FOR ONE OF THE WORLD'S LEADING PRIVATE EQUITY FIRMS

Initiative
implemented in
2011-2013

The programme

The root of the word Influencing, Influentia, means "in flow". When we can be "in flow" with ourselves (ie in touch with our values, our identity, our purpose and our impact) then we can more readily be "in flow" with others (curious and connected to their needs, goals, aspirations, differences, etc). We can influence with integrity, creating win/win solutions. Together we can create lasting value.

Client: The "Active Partnership" Sponsors within the Global Private Equity division of one of the world's leading international investors

69 investor professionals
from 12 countries

Feedback from Partners, Directors & Principals who went through the IAC course

92%

Average overall workshop rating

97.2%

would recommend the course to colleagues

Business case history: influencing to create lasting value

THE PROGRAMME

WHAT THE COMPANY WAS LOOKING FOR

- Improve influencing skills around critical issues with Portfolio company management
- Build greater trust based relationships for effectiveness and value delivery
- Increase self-awareness to manage conflict and difficult conversations
- Share best practice on the above within the company

WHAT WE DID

- Ensure every participant completes an online TLC 360 feedback survey
- Ensure a member of the Leadership Team kicks off the 4 day workshop and/or attends a dinner on Day 3, role modelling openness to their own learning
- Choose a venue with nature surrounds, excellent amenities and an open, trust based, excellence in service culture

The Leadership Circle Profile™ is the only 360 degree competency assessment that simultaneously provides focused competency feedback while revealing the underlying assumptions that are causing a leader's pattern of strengths and limitations

PERSONAL AND COLLECTIVE CULTURE TRANSFORMATION

- A 4 day workshop on Personal Awareness, Impact and Effectiveness in Relationships workshop
- An individual coaching programme for all participants to deepen and apply their learning
- A programme of 1 day location workshops to embed learning among team members

LONG TERM BENEFITS OF CONTINUOUS GROWTH AND TRANSFORMATION

- The IAC workshop learnings were linked to:
 - the new company values and brand to ensure greater integration
 - the other 2 Active Partnership workshops for greater seamlessness
- Company meetings and conferences now start with Check ins and end with Check outs

IMPACT AND FEEDBACK

IAC Workshops: the amalgamated feedback from 2011 / 2012 workshops has been extremely positive and enthusiastic, with many participants being particularly positive about both the professional and personal benefits of the workshop

"Overall this is the best training I have attended so far"

"Fantastic training. As much important for my personal life as for my professional life."

"it's important that at least once in your personal / professional life we do this type of training to know who we really are, what we are looking for in life and in professional life. It is ESSENTIAL training!!"

'It was amazing to see how the biggest cynics and sceptics really truly enjoying the experience!'

'Truly excellent and wonderful!'

Average score from the 2011 - 2012 workshops was

4.6 / 5



For additional insights on our culture transformation programmes: watch The American Express case history in our Youtube channel:

<http://www.youtube.com/watch?v=G4cHRqazzzs>

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