



## Business Capability Building for a Top IT Services Company

### OBJECTIVE



- Co-create and deliver a Leadership Journey with the Client
- Build Business Orientation without undermining core IT strengths
- Define Communication Strategy

### DESIGN



- 3 blocks of 5-day workshops over 6 months
- Mentors aligned internally to build appreciation for Business consulting
- External coaches brought in to address deeper behavioral/personality issues
- Action Learning projects linked to Business objectives

### IMPACT



- Program became mandated development intervention for all High potential CXO minus 2
- 100% Action Learning Project Completion
- High scores on impact surveys and focus groups by participants
- Created a buzz around the program for future batches which were oversubscribed