

A CASE STUDY ON ENHANCING LEADERSHIP CAPABILITIES VIA 360 FEEDBACK

The story of a leading Media network that improved their leadership capabilities by leveraging a 360-evaluation process for its key leaders and co-creating Individual Development Plans (IDP)



### **Our Approach**

Revenue

INR 6000+ Cr.

**Employees** 

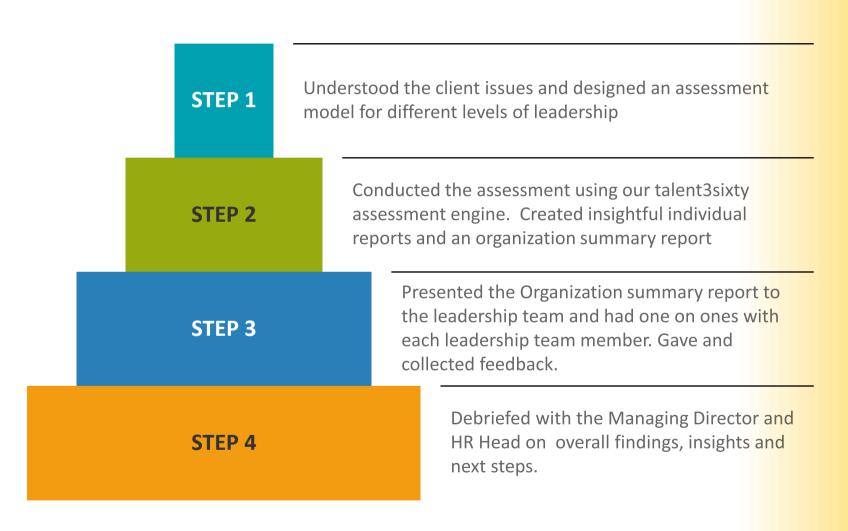
1000+

Industry

Broadcast Media

# PROBLEM STATEMENT

A relatively stable organization in a dynamic and fast moving industry, the Client was conscious of a number of legacy issues on its leadership team. They needed an intervention which would shake the system both from the standpoint of individual development and organization development.





## **Our Takeaways**



#### **Leadership Development Insights**

- 1. Leaders had a high self image, managed their own teams well but operated in silos and needed to collaborate.
- 2. Horizontal skills were weak. Driving a consumer focused culture seemed to push leaders from the bottom quartile to the top quartile.
- 3. Leaders avoided taking tough decisions and hesitated to rock the boat.



#### **Organization Development Insights**

- 1. There was a need for strong performance management process to facilitate accountability & development.
- 2. The emerging leadership was beginning to plateau in terms of their ambition and development fire. There was clearly a succession issue in the firm.
- 3. The verticalized businesses had synergies missing.



#### Talentonic Insights and Learnings

- 1. 360 assessment can provide powerful insights into the leadership style and culture of the organization and provide inputs for a more broad-based OD strategy.
- 2. One –on-one sessions should be 2 way.

  Provide feedback but also listen to rich inputs from the participants.

