

Transforming Leaders at Hitachi Europe

There has never been so much pressure on leaders to perform, whether in private or public sectors. The proliferation of legislation, CSR, diversity and inclusion, the changing nature and perception of employment have all meant that leadership is a tough call and requires a subtle blend of skills, character traits and capability.

Sadly, much leadership development pays lip-service to the real needs of participants. Programmes typically promise high intensity, bespoke to clients, highly experiential and relevant to the real working environment. The reality is often that leaders are entertained, given an experience which is 'great' at the time, but quickly fades as work demands take over.

HITACHI
Inspire the Next

Our work with Hitachi Europe has evolved over the last seven years to deliver a programme that improves leaders' performance in a sustainable way, with the added benefit to the organisation of completing live projects that create strategic business value.

Leaders from across Europe learn about themselves and their leadership style in a fast-paced learning environment, through a series of interventions, including Action Learning Sets on live issues. It is a good example of where our work reflects the needs of the individual, their organisational culture and the need for the business to obtain the best value outcomes.

Our distinctive approach blends empathy skills to build trust, accurate diagnostic skills to understand improvement potential, and courage in-the-moment to challenge behaviours in a motivational and inspiring way.

Following five successful cohorts of this programme, a number of participants have been promoted, others have identified opportunities and moved to more challenging roles within the organisation and others have seen their sales volumes and values increase by as much as 25%.

Our pre- and post-programme Personal Evaluation Tool (PET) showed that participants across the cohorts were operating more strategically and commercially, building stronger relationships with stakeholders and achieving their objectives using a more sophisticated range of influencing and conflict-handling strategies. This shift was also reflected in the line managers' ratings of their participants, averaging an increase of 24.7%.

“The ELP has taken me into new territory, boosted my confidence and extended my range and exposure to areas other than sales”

“9 months ago, I had a limited view of Hitachi. It is now much broader.”

“The work we did on managing conflict has been really important in dealing with clients”.