

Bringing Leadership Principles to Life

CLIENT

Global Pharmaceutical Company

FOCUS

Leadership development | Cross-functional collaboration

FORMAT

Global | Hybrid | Multi-cohort | Scalable

Our Starting Point...

How do we accelerate cultural transformation through leadership development that brings leadership principles to life and creates a shared language and consistent behaviours across the organisation?

CLIENT VOICE

"This programme feels like the Swiss Army knife of leadership development - we have been given so many tools, and it's up to us to decide which tool to use for which job."

"If more leaders have higher awareness of the topics discussed in this programme, I'm confident that the company culture will improve."

We'd love to explore how this approach could support your organisation's strategic priorities. Contact us to start the conversation.

The Challenge

A global pharmaceutical organisation wanted to strengthen its culture through scalable leadership development experiences that would embed leadership principles, increase self-awareness and create greater consistency in how leaders showed up across teams and regions..

The challenge was to:

- Bring leadership principles to life in everyday leadership practice
- Create a common leadership language across functions and countries
- Strengthen leadership confidence, self-awareness and inclusion
- Build consistency in behaviours and ways of working at scale
- Deliver engaging development experiences across virtual and face-to-face environments

The Solution

Working closely with the organisation's Learning & Development team and supported by senior leadership, we co-created two scalable global leadership journeys designed for both first-time and experienced leaders.

The programme was designed to:

- Build self-awareness and leadership confidence through practical application
- Create cross-functional cohorts to strengthen collaboration and shared learning
- Blend interactive learning, peer coaching and reflection for greater stickability
- Embed leadership behaviours into day-to-day leadership practice over time

The Architecture

Cohort Design

- Global multi-cohort leadership programme
- Cohorts of 15 participants from different functions and countries
- Journeys designed for both first-time and experienced leaders
- Multi-session leadership journeys delivered virtually and face-to-face

Core Components

- Leader briefing sessions
- Kick-off experiences
- Learning Labs
- Skill Bites
- Action Pods / peer coaching groups
- Capstone events

The Impact

Measured Shifts

- Leadership confidence scores increased from 7.4 to 8.8
- Familiarity with leadership principles increased from 8.0 to 9.2

Behavioural Shifts

- Greater leadership self-awareness and confidence
- Increased empowerment and participation within teams
- More consistent leadership language and behaviours
- Stronger cross-functional collaboration and connection

The Result

- Greater leadership self-awareness and confidence
- Increased empowerment and participation within teams
- More consistent leadership language and behaviours
- Stronger cross-functional collaboration and connection

