

Embedding leadership behaviours at scale

CLIENT

Global Pharmaceutical Company

FOCUS

Leadership Development

FORMAT

| Global | Virtual

| Scalable | Multi-lingual

Our Starting Point...

How do we level up People Leaders' capabilities globally and enable real connection and learning through an entirely virtual programme?

CLIENT VOICE

"I really enjoyed the small group size for the learning sessions."

"I am impressed how interactive the session was despite it being fully virtual."

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

The Challenge

To achieve ambitious future growth in times of increasing pressure from rapidly changing markets, geopolitics, macroeconomic uncertainty and fast-advancing technologies, the organisation needed leaders who could drive cultural transformation and business impact whilst continuously adapting and reinventing themselves.

The challenge was to:

- Engage and develop leaders to support ambitious growth goals
- Empower people leaders to more consistently bring the organisation's culture and leadership behaviours to life
- Strengthen leaders' ability to adapt and reinvent themselves in fast-changing environments
- Create meaningful connection and engagement through a fully virtual learning experience

The Solution

Working closely with the organisation's Learning & Development team, we co-created and delivered a large-scale global leadership journey for thousands of leaders, delivered virtually in nine languages across the world.

The programme was designed to:

- Bring the organisation's culture and leadership behaviours to life through everyday leadership practice
- Develop people leaders in an engaging, focused and highly actionable way
- Create meaningful connection and peer learning within a fully virtual global experience
- Seamlessly integrate a new AI coaching tool into the learning journey

The Architecture

Cohort Design

- Virtual delivery for global scalability
- 5,000+ participants
- Four-month journey with varied learning experiences, tools and connection points

Core Components

- Kick-off sessions
- Small-group learning sessions focused on four core topics
- AI Coaching tool
- Peer learning circles
- Interactive workbook and reflection activities

The Impact

Measured Shifts

- Employee engagement results showed a significant increase in targeted leadership qualities
- Strong engagement metrics and participation across global cohorts
- High levels of interaction & practical application throughout the programme

Behavioural Shifts

- Increased leadership confidence & ownership
- More intentional leadership behaviours
- Stronger peer connection across functions and regions

The Result

- Leadership behaviours more consistently embedded across teams
- Scalable global leadership development model established
- Stronger alignment between culture, leadership expectations and day-to-day leadership practice
- Greater organisational readiness for ongoing transformation

