

... CASE STUDY

Developing Leaders with an All-Digital Approach to Learning

Challenge

In order to grow, compete, and solve future challenges better, the client knew they had to approach business differently than in the past. They also knew they needed a more modern learning experience. So, they partnered with GP Strategies® to design, build, and deliver Management Essentials, a seven-week digitally enabled leadership development solution that provides a consistent approach to develop frontline managers in a new and innovative way that feels authentic to the organization.

Solution

Focus groups revealed the need to raise the overall base capability of the leadership pipeline from a common global perspective. Together with GP Strategies, they created a solution delivering proven leadership and engagement models and content, spaced learning, a strong and supportive community of learners, an expert leadership coach, and gamification elements.

Business Impact

Management Essentials provides the organization's first-ever, all global and fully digital manager development experience. The program has garnered incredible results and positive feedback, such as a 100% increase in leaders who can articulate what is satisfying about their jobs, 75% of leaders asking more questions, 73% of leaders coaching more, and 67% of leaders listening more.



This is leading-edge training. I've more than 20 years of experience in management positions, learning from my mistakes. A training like this one would have accelerated my career and the impact in the organizations I've worked for.

- **Manager** enrolled in Management Essentials

RESULTS

Management Essentials is on track to be accessible to all **10,600** employees across the enterprise

91% of learners said they were a better manager as a result of Management Essentials

Next year, the client is launching **Spanish, Mandarin, and Portuguese** versions of Management Essentials

