

Leadership Team Assimilation

Group Coaching Program Delivers Clarity, Alignment & Optimism

CLIENT PROFILE		INDUSTRY	
Fast Growing Private Company		Retail	
LOCATION	FUNCTION		TEAM SIZE
North American Headquarters	Leadership Development		8

LEADERSHIP TEAM ASSIMILATION: IMPACT STORY

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THE TEAM'S JOURNEY

- Team members came into the Leadership Team Assimilation experience with a desire to be more clear about the team's vision and purpose.
- Their department supported the leadership development of a fast-growing retail business that put a high priority on preserving the current culture, and seizing business opportunities.
- The team described the current circumstances as *tough, fast moving and stressful*; and they were *operating through individual effort*.



- As the team got aligned about its vision, important themes emerged from the conversation: they wanted to be *a place of support and winning together, especially for big initiatives*.



LEADERSHIP TEAM ASSIMILATION IMPACT SUMMARY

- The Leadership Team Assimilation experience ran from May - August 2021.
- It included 5 intermittent virtual group coaching sessions for the team, on-going peer coaching, and on-demand 1:1 leadership coaching.
- At the end, 9 factors of effectiveness were measured; 5 leadership-focused and 4 team-focused. **In every one of those factors**, all team members reported improvement.
- All team members also reported **significant or good improvement** in each of the 4 team effectiveness factors: *Trust & Respect in Colleague Relationships, Overall Team Cohesion, Camaraderie and Optimism*.

% TEAM MEMBERS REPORTING SIGNIFICANT OR GOOD IMPROVEMENT

+87%

Ability To Influence
Stakeholders

+87%

Overall Leadership
Effectiveness

+75%

Giving Feedback In A
Way That Strengthens
Relationships

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WHAT IS DIFFERENT ABOUT YOU OR THE TEAM AS RESULT OF PARTICIPATING IN THE LEADERSHIP TEAM ASSIMILATION?

"I have broadened my scope so that it's more inclusive of all of [us]."

"We are working together more collectively as one."

"We see the benefit of being in each other's business; willing to collaborate and even sacrifice for the betterment of the whole."

"I am more focused on energy levels, listening styles and how they play into how I'm perceived as a leader."

DESCRIBE YOUR LEADERSHIP BEFORE AND AFTER THE LEADERSHIP TEAM ASSIMILATION



WHAT ADVICE DO YOU HAVE FOR OTHERS WHO PARTICIPATE IN SIMILAR GROUP COACHING EXPERIENCES?

"Engagement and self-reflection are key to individual and group growth."

"Invest the time...it will pay great dividends; and doing it with a group that will engage fully is magical."

"Be open to and active in the coaching!"

FOR MORE INFORMATION

on achieving *significant improvement* in core performance indicators for your team and members of your team, contact us at:



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