



// Business Context & Client Need

Optimum Talent had an existing business relationship with an iconic financial institution with Canadian roots and an international presence that had a need for Leadership, Assessment & Development.

The client has an ongoing cohort of Assistant Vice Presidents (AVPs) that have been identified as high-potentials for senior leadership roles. The majority had only been in their position for less than a year and required additional leadership development to maximize their performance and prepare them to be able to transition to the next level.

// Our Solution

To accelerate the leadership development of their high-potential AVPs, Optimum Talent designed Pod Coaching Sessions that would encourage connectivity among peer groups, support their individual development needs and create sustainable, observable development changes. In groups of 15 to 20 participants, the Pod Coaching Sessions helped:

- Identify individual strengths, preferences, and leadership gaps.
- Teach the specific skills the organization had identified as lacking in their upcoming leaders.
- Create opportunities for the AVPs to practice the skills they were learning.
- Measure the impact.

// The Program

- Initial SuccessFinder Assessments to provide an in-depth view of the participant's leadership DNA.
- SuccessFinder measures 85 statistically distinct behavioural traits, 26 competencies and 35 specific career-theme scales, and then interface those results against 500+ career-success benchmarks.
- The result is a high-definition profile that enables self-awareness and informs the design of individualized coaching and development plans.
- Five 1.5-hour Individual Coaching Sessions per participant to work through their individual leadership needs and gaps.

// The Program Continued

- Five Pod Coaching Sessions for skills development and experiential learning in an interactive environment:
 - AVP Role Expectations and Transitions to an Executive Leadership Role
 - Developing and Maintaining Customer Centric Culture
 - Demonstrate Influence & Create Alignment
 - Drive Innovation & Transformation
 - Identify and Development Talent



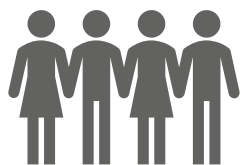
// The Impact

Over the past four years Optimum Talent has facilitated six Pod Coaching Programs with over 120 AVPs. The most significant and compelling metric was lateral and vertical movement within their pipeline. Overall, individuals who participated in the program were promoted faster than their peers who did not, and they have a higher retention rate. Metrics showed that 90% of respondents in 2017 felt that the individual coaching was significantly impactful.

Optimum Talent was chosen to deliver this program because of our strong relationship with the client and the quality of the work that we had previously provided to their senior leadership. The client felt confident about Optimum Talent's track record and the results we helped create for their business.

"As a partner in my journey to my current role, and with the clarity that only time and reflection can provide, I am thrilled to say, our numerous coaching conversations were invaluable"

Participant Cohort 5



90% of respondents felt individual coaching was significantly impactful



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