



# case study

## international property construction company



### Programme Title:

Defining Leadership Competence.

### Organisational Context:

A senior team of Directors (12) tasked with leading the business in Scotland and Northern England were keen to define the levels of leadership competence as perceived by each of their 12 operational teams (100 members).

### Sample business issues:

- Inconsistent leadership behaviour and competence
- Precise issues ill defined so prompted use of Leadership Survey to baseline existing leadership behaviours to ascertain culture and levels of satisfaction.

### The solution:

- To pinpoint and address the gaps in leadership competence
- Team Leadership Effectiveness Survey - each survey question could be linked to a defined training programme so that the gaps/deficiencies could be addressed
- Skills workshops to close the gaps in competence.

### Programme interventions:

- Leadership Survey
- Results presentation and facilitation
- Skill based workshops to address specific gaps in leadership competence
- Review, follow up and ongoing telephone support.

### Programme Content - Theoretical Input:

- Bespoke Soltek ([www.soltekgroup.com](http://www.soltekgroup.com)) Leadership and Team Performance Survey
- Leading Self and Others (LSO©) curriculum

### Activated by:

- Feedback from survey questions
- Facilitated workshops to surface issues and root causes
- Classroom based skill based workshops to address specific needs
- Unique facilitator experiences ([www.mission-speakers.co.uk](http://www.mission-speakers.co.uk))

### Notes:

This programme is being delivered with our diagnostics partner Soltek UK Ltd.

### Results:

Qualitative feedback excellent, survey surfaced critical behaviour which are now being addressed to very Programme being rolled out on a national level.



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