

“Ours is a 25-year mid-tier Indian IT \$400m company that needs to get to \$1 Billion in 4 years...what do we need to do to help our managers get there?”

Our Diagnosis

We realised that in all these 25 years the senior leadership had not changed much. So the company was used to a certain pace of growth and a certain style of leadership. If the company needs to accelerate growth, the team had to come out of its comfort zone and a performance framework has to be developed for each individual.

Action

Kelsa designed and conducted Development Centres to help Senior Leaders understand their natural inclinations through exhibited behaviour in a challenging environment. This either corresponded to or contrasted with their learned behaviour-throwing up their areas of strength and those that needed improvement.

What we Achieved

Individuals started gearing up for acceleration.

The second level of leadership came to the fore.

A leadership pipeline has been created.

