

FORTUNE 500 FINANCIAL SERVICES ORGANIZATION

CHALLENGES

- Frontline employees lacked initiative in problem solving and goal setting and were frequently waiting for management or others to direct their development
- Leadership candidates were unprepared to assume next-step leadership roles at the conclusion of the promotion cycle
- Time, energy, and resources were unnecessarily wasted onboarding and retaining employees

USE CASE

- The company’s current performance was the result of their frontline employees’ level of engagement and investment; they needed specific “how to” training that would address self-discovery and individual buy-in
- The company deployed the InsideOut Breakthroughs program with their coaches group, frontline

Company Profile

Company:

Fortune 500 Financial

Company Size:


Large Enterprise

Industry:

Financial Services

About InsideOut Development

InsideOut Development turns managers into leaders by making it easy to have effective coaching conversations that develop and focus people. Their coaching framework empowers coaches to align teams and spark ownership of outcomes.

Learn More:
 [InsideOut Development](#)

“ InsideOut Breakthroughs empowers people to think for themselves. Managers find they **spend less time and energy resolving problems** and more time focused on processes that drive results. ”

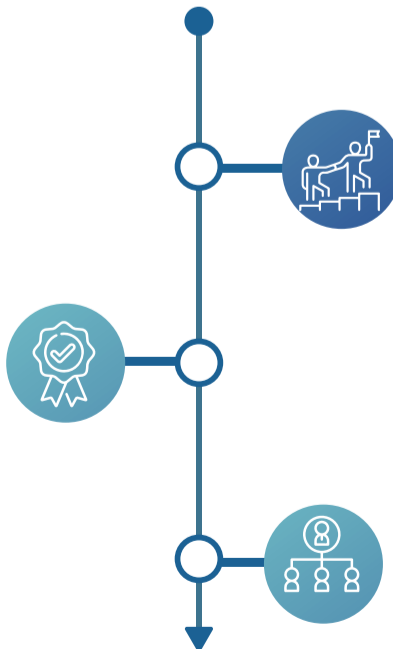
RESULTS

The surveyed company achieved the following results with InsideOut Development:

Key benefits realized since working with InsideOut Development:



Growth and development of the organization’s “bench strength,” (i.e. the ability to fill open management positions with ready-to-lead candidates)



Managers noted a decrease in issue escalation and an increase in dual ownership and responsibility over tasks

Arkema realized an impact on their performance metrics within the first few weeks after implementing InsideOut Coaching.