

THE HIGH DEFINITION LEADERSHIP LAB

High-performing teams - leading in the unknown



Snapshot:

High Definition You coaches were sought out by the Chief Information Officer of a prominent tech organisation in the UK (founded in 1878) to create fundamental, long-lasting cultural shifts in the organisation's DNA to drive more remarkable growth and overall success.

Before the lab, I wouldn't describe them as a team. Now they can be vulnerable, to challenge, to question and become business partners with our clients.

The Challenge

With a hybrid and remote working model, the client needed support for their Tech Leadership team to find new ways to lead with trust and connection within a hybrid environment. We provided the team coaching that gave them the confidence to step up and be champions of their leadership team brand while also understanding how to raise their own personal profile.

High Definition Leadership Labs take the theoretical and ask leaders to make it empirical.

The Solution

The client's Tech Leadership team embraced the High Definition Leadership Lab Program - leading in the unknown. This was designed to focus on the team's individual self-awareness (the 'I'), their team culture and their value proposition (the 'We') and the 'Us' – moving from order takers to partnering with the business.

Through the Whole Brain Thinking model, we used neuroscience-inspired techniques to preserve their individual motivation and ambitions. Using this model alongside a key stakeholder relationship case study and mindset coaching, we accelerated their confidence in delivering strong, value-driven interactions with clients while helping them better understand frustrations within their teams.

Employee & Business Benefits

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Lenses to elevate communication, decision-making, problem-solving and collaboration



100%

Of leaders benefited from their Whole Brain Thinking questionnaire to learn their thinking styles



100%

Said they had enhanced stakeholder relationships

Through a series of High Definition Leadership Labs, the leaders were able to:

- ▶ Build a stronger community that understands their brand individually and as a team
- ▶ Raise employee profiles for stronger client relationships and strategic growth
- ▶ Improve value creation to position themselves as trusted leaders with a growth mindset

"I see my teams using the tools every day. In meetings, they are more conscious of the Whole Brain thinking styles to create the best possible outcome."

Leadership Development - one size does not fit all!

This program gave employees the mindset and the coaching methodology to think, connect and communicate faster with each other and their stakeholders. When applied to challenges, these new neural pathways are being exercised and continue to benefit the employee long after the Labs are completed.

Each High Definition Leadership Lab was equipped with interactive coaching resources, questions, and neuroscience research in an engaging environment to experiment with new ideas. This tailored environment helped create psychological safety for leaders to feel comfortable exploring their personal brand, who they are, and how their leadership team drives the company's success.

A High Definition Outcome

The client used the Leadership Labs to empower its Tech Leadership Team to reimagine the 'big picture' of the brand. The labs helped build more trust and accelerate the team's ability to see how the company fits alongside their personal profile, who they are as a group, and how the Tech division drives the company's success.



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I am now leading forward, comfortable with not knowing