



Strategic Learning Solution

Transforming Leadership at a Leading FMCD Firm

A leading global FMCD company aimed to strengthen its leadership in emerging markets, demonstrating that talent development aligned with customer service drives market dominance and innovation.



The Challenge

Pain Points and Stakes

The firm faced significant challenges due to external market pressures in developing economies, including intense competition, the necessity to enhance market penetration and bolster brand loyalty, as well as the continuous demand for innovation and market disruption amidst unpredictable external factors. Internally, they grappled with cultivating future leaders capable of driving innovation within a constrained product development framework, maneuvering through a complex organizational matrix, fostering a growth-oriented mindset among employees, and adapting to swift organizational changes. In these challenging circumstances, they aimed to identify and develop high-potential individuals poised for success in senior management roles.

Results and Business Impact Measurable Outcomes

**Leadership
Readiness**

15%

Employees were deemed 'Ready Now' or 'Ready with Development' for senior roles aid succession planning.

**Skill-set
Enhancement**

20%

Participants showed enhanced leadership skills in decision-making and team management via assessments.

Business Impact

Action Learning Projects led to the launch of multiple revenue streams across products and geographies.

Aon's Strategic Solution

Expertise in Action

Aon partnered with the firm to create a transformative leadership development program, powered by our proven **Design, Deploy, Debrief** and **Develop** approach. We started by listening to uncover their unique challenges, then crafted a tailored solution to build leaders who align with their values—consumer-obsessed, agile, and inclusive.

Design

Craft the Journey

We began with a thorough Project Planning and Kick-off, engaging key stakeholders to understand the talent and leadership yardstick of the client. Through TCM Design and Sign-off, we developed an assessment methodology (tools etc.) tailored to the client's competency model, ensuring alignment with their unique culture and business objectives.

Deploy

Assess Participants

Participants underwent a series of reliable and validated assessment tools:

- **Personality Assessment:** To measure traits like adaptability, teamwork, and emotional resilience.
- **360 Survey:** Gathering feedback from peers, subordinates, and leaders to evaluate interpersonal dynamics and leadership impact.
- **Case Study:** To assess strategic thinking and problem-solving in simulated business scenarios.
- **Role Plays:** Immersive scenarios to evaluate real-time decision-making and interpersonal skills.
- **BEI (Behavioral Event Interview):** In-depth sessions to explore past experiences, aspirations, and leadership potential.

These assessments helped in generating individual assessment reports to identify strengths and development areas.

Debrief

Analyze and Share

Following the assessment results, we conducted 1:1 Report Debrief and IDP sessions to identify each leader's strengths and growth areas for next-level roles. Participants utilized SMART principles for their draft IDPs, while Group Report Presentations with the Leadership HR team highlighted collective strengths and development areas for the overall learning journey.

Develop

Empower Growth

Our 8-month program transformed leaders through:



Engaging Learning Sessions



Peer Reflection



Fireside Chat Sessions



Action Learning Project



Ongoing Reviews & Feedback

These results strengthened the firm's leadership pipeline, positioning them to innovate and compete in the dynamic FMCD market.

Managing High-Performance Teams



Client Feedback Voices of Success

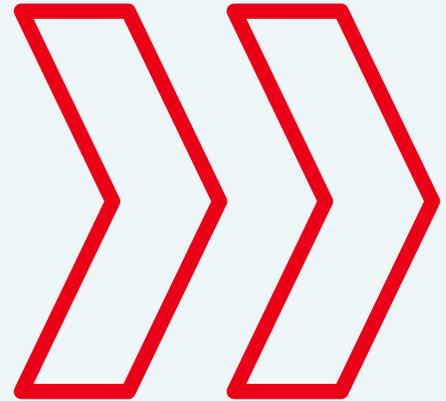
"Aon's tailored approach not only identified our future leaders but also empowered them to embody our values. Their expertise and data-driven insights have been game-changers for our talent strategy."

— **Senior HR Director**

"The learning sessions were transformative. I gained clarity on my strengths and actionable steps to grow as a leader."

— **Program Participant, Senior Regional Manager**

Aon's Ongoing Partnership Future Outlook



The 360-degree feedback assessment was conducted to evaluate the impact of the development journey, with the client observing substantial progress in the post-intervention 360-degree results.

Aon's collaboration has broadened with the introduction of two new leadership initiatives aimed at both emerging talents and senior leaders, focusing on intricate strategies. By leveraging global insights and exclusive tools, Aon is dedicated to enhancing the leadership pipeline, empowering leaders to innovate and provide outstanding customer value.

Your Growth Journey Begins Here

Discover your organization's true potential
with Aon's Strategic Learning Solutions!

Get in Touch



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