

LEADING SUCCESSFUL CHANGE

 **dsw**
Case Study : —

Challenge

Following a period of significant organisational transformation and ambitious growth plans, senior leaders across the global engineering organisation were preparing to come together for a strategic three-day leadership off-site.

A key objective was to ensure leaders were equipped to lead their people through ongoing change and growth with confidence, consistency and credibility.

The challenge was to create a highly engaging and practical learning experience for 60-70 senior leaders that would resonate with real business challenges, encourage meaningful discussion and provide tools that could be immediately applied within their own teams.

Approach

Working with business leaders, global HR and Learning teams, we identified key behaviours, outcomes and success measures to shape the programme.

A realistic business case study reflected leaders' challenges during significant change, underpinning interactive breakout activities.

Each participant received a bespoke Leading Successful Change workbook aligned with the Organisation's Leadership Behaviours, practical guidance and an eight-step change leadership framework.

Follow-up sessions enabled leaders to present their plans, gain peer feedback and strengthen accountability for implementation.

Delivery

The programme was initially piloted with the President and the Executive Board, allowing us to validate the content and ensure alignment with the organisation's strategic priorities.

Following the successful pilot, the programme was launched at the leadership event in Madrid, facilitated by our highly experienced associate team.

Learning was brought to life through a blend of expert facilitation, practical exercises and collaborative breakout discussions, with senior board members actively participating alongside delegates. This created a powerful learning environment where strategic direction, leadership expectations and practical application were fully aligned.

Outcomes

The programme received outstanding feedback, achieving exceptionally high scores for engagement, relevance and likelihood to recommend. More importantly, leaders left with practical ideas and tools, increased confidence and clear actions to support their teams through change.

The success of the initial intervention led to further delivery across multiple international locations, including the UK, Houston, Maryland, Pune, Bangalore and China, enabling a consistent approach to leadership and change across the global organisation.

The programme became a catalyst for building leadership capability at scale, helping leaders translate strategic change into meaningful action and sustainable business results.



Email : —
info@dswlearning.co.uk



Phone : —
01302 760 008



Website : —
www.dswlearning.co.uk

we will know a way or create one