

Enabling Transformation Through Rich Learning

The Challenge

Our client manufactures high-quality and solution-based ventilation products for the domestic and light commercial construction industry. With a history of acquisition, this was a collection of businesses that had yet to maximise the synergies and power of the collective. The capability, expertise and development of its senior leader would be critical to realising their strategic ambitions. Senior leaders needed to shift from operational delivery as well as increase their strategic focus across the business and inspire others through their vision.

To support its ambitious growth plans, the business needed a pipeline of executive leaders and a learning culture, which was role-modelled from the top. It required significant shifts in leadership styles and practices, as leaders deepened their self-awareness and to create sustainable change it needed a solution that focused on building the right mindset, developing skills and mastering tools to help learning stick and transfer to the workplace.

The approach

A diagnostic of the organisation's challenges and needs was conducted using a suite of assessments and interviews. This comprehensive approach enabled us to design a high-impact programme that combined tailored learning activities at individual, peer, and group levels.

Each learner's journey kicked off with a triangulation coaching session, in which key assessment data points were used to inform and agree to individual development objectives. The programme included four modules starting with a focus on self-awareness before extending out to teams, leading a business and managing across a group of businesses. Each module was designed in partnership with the client sponsors to ensure alignment with strategic business priorities and ownership.

To foster greater cross-collaboration learners were tactically assigned development trios and encouraged to share experiences and challenges. Each learner was assigned a professional coach for private sessions exploring their development needs at a deeper level. Managers were equipped with briefings to enable active reinforcement and application. To demonstrate progress and maximise return on investment, learners identified and developed a strategic business challenge for the duration of the programme.

The programme not only validated individual development but also ensured the delivery of actionable and innovative solutions to business outcomes.






"Creating a strong and engaging culture is the work of our leaders across the business, so it's fitting that we've invested extensively in the Leadership Program. Together with Peoplewise, we've created an intensive (but manageable) program based on leading self, others and the business that elevates skills, forges strong networking and teamwork, and blends knowledge with practical application. It's a great foundation and we have committed to this being our core leadership training".

Company CEO

"Already, I've received unsolicited feedback on just how impactful and valuable this has been to the leaders who have participated thus far. Further, in our business reviews, I can see better interaction, thought and clarity as our leaders work together as a team and solve problems to drive our strategy forward. While it's early on, an encouraging sign is that we are already getting numerous, unsolicited requests to participate in future cohorts."

Group Head of Talent

The impact

-  Stronger succession pipeline - In 2025, **100% of MD positions filled internally**
-  Most Recent Cohort Net promoter score achieving: **9.49, with an average of 8.8**
-  **2024 ABP Finalist in the Excellence in Learning & Development Category** and achieved **highly commended for Best Business Psychology Consultancy, 2025 Finalist for Business Culture Awards**
-  **Programme talent data** used to validate talent pipeline and inform **ongoing development** needs for senior leaders
-  **A continuing partnership** future cohorts and **Alumni activity** is planned.

