« CREATING CLARITY ACROSS A NEW
STRATEGIC LEADERSHIP TEAM »

THE CHALLENGE

The client is a mid-sized fintech company. In 2021, they launched their Strategic Leadership Team (SLT) made up of 25 leaders across various functions to support the cross-enterprise partnerships required to drive organization transformation. In their first year as a team, they encountered challenges around decision-making, ways of working, and clarity on the team's purpose within the broader organization. Our client needed support to help the team synch up and improve their ways of working.

> " *ProjectNext Leadership helped facilitate an environment which really enabled us to address the obstacles, and got folks to be vocal, engaged, and FOCUSED.* "
>
> -SLT Project Lead

THE PARTNERSHIP

The client engaged us to design and deliver two SLT offsites:

✳ **Executive Offsite #1** ProjectNext Leadership designed and facilitated two remote group meetings to clarify and improve decision-making among the SLT members, using a simulation, decision models, and an assessment of the decision culture.

✳ **Executive Offsite #2:** ProjectNext followed up with a team engagement survey a year later, and then led a team offsite to redesign the group's purpose, revamp the team structure, and identify ways to collaborate and communicate effectively.

THE IMPACT

Our partnership with the client has accelerated the success of this significant leadership transition. Specifically, the leaders gained:

✔ *A New Purpose*: role clarity which allowed them to focus on removing blockers to execute on the 5 year strategy

✔ *Stronger Working Relationships*: increased trust, and more effective ways of working within the team and across functions

✔ *A More Effective Team Structure*: the SLT completely reorganized into new working groups to better serve their purpose

✔ *Improved Communication:* team members improved their ability to work through complex issues together, acknowledging and managing through disagreements to find solutions

> " People had a lot more vulnerability and trust, and talked about the good and bad. Leaders were much more committed to finding a solution, instead of just whining "
> **-SLT Project Lead**

We credit the project's success to a strong client partnership, phenomenal team members, innovative processes and tools, and continuously applying our growing understanding of the client's culture and leadership styles.