

Organizing a Leadership Development Training Workshop for a Supply Chain Solutions Provider

The client, a top global supply chain services provider, sought a partner to create a high-impact, two-day leadership course for their Services Leadership Program (SLP), aimed at high-potential participants, interns, and employees. Previously, they used another consultancy for a CliftonStrengths-based course but faced issues with participant engagement and skill development in communication, conflict resolution, and problem-solving.

Clarkston was engaged to revamp the course, providing a certified CliftonStrengths coach and expert trainers. The objective was to better align the course content with participants' roles and enhance their self-understanding and workplace effectiveness.

Case Study

PROJECT OVERVIEW

INDUSTRY:



Other

PRODUCTS AND SERVICES :



Supply chain technology capabilities, quality management systems, value engineering, kitting services, and vendor-managed inventory

PRIMARY OBJECTIVES:

- Develop a customized two-day leadership course for the Services Leadership Program (SLP) participants, catering to high-potential recent graduates
- Foster a learning environment aligned with the company's goals and values
- Enhance engagement and learning by using the CliftonStrengths framework to boost self-awareness
- Address key areas like communication, conflict resolution, self-advocacy, relationship management, and problem-solving to help participants leverage their strengths effectively in the workplace

RESOLUTION:

- Designed and delivered a leadership development course focused on self-awareness and critical skills using the CliftonStrengths framework
- Collaborated with the client to create role-play and discussion scenarios that address specific challenges encountered during SLP rotations
- Administered Clifton StrengthsFinder assessments to participants, providing coaching on results interpretation, goal setting, and action planning
- Developed and delivered pre-course communications and preparatory work in partnership with the client team to set the stage for the course

KEY BENEFITS:

- Enhanced participant engagement, as observed by leadership, thanks to the activities and course facilitation
- Strengthened participants' connection to the organization with customized activities
- Improved strengths understanding, as participants gained insights into their strengths, improving their ability to handle workplace challenges
- Improved communication, collaboration, and conflict resolution skills, empowering participants to advocate for themselves and build strong professional relationships
- Enabled participants to effectively use their unique strengths to drive success and improve performance in their roles



KPIs

- 100% of Leadership Development Course participants felt the course exceeded their expectations
- 100% of Leadership Development Course participants would recommend the Leadership Development Course to others
- 100% of Leadership Development Course participants felt confident applying the knowledge and skills gained in the course to their future work

"The Clarkston team developed a comprehensive and interactive Leadership Development Course for our up-and-coming leaders. Our course participants found the course to be highly interactive, developed their knowledge of how they and others work and improved their confidence in the workplace. I had the privilege of watching these participants grow and learn over a quick two-day session."

I am confident this course has helped prepare the participants for future leadership roles in our business. Clarkston took the time to learn about our operations, customers, culture and people to tailor case studies and discussions specific to our business. We couldn't be happier with the result!"

- VICE PRESIDENT, HUMAN RESOURCES

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