

From Managers to Impactful Leaders: A Customized Leadership Development Journey

Developing Internal Talent and Strengthening Leadership Pipeline

The client, a European industrial group undergoing structural transformation and strategic renewal, identified a need to strengthen its internal leadership pipeline. Facing a competitive labour market and increasing operational complexity, the company sought to shift its managerial culture toward more strategic, people-oriented leadership. The goal was to retain high-potential talent, enhance leadership capabilities, and align teams with the company's long-term vision—all while preparing for succession and fostering resilience. It started with defining vision and expectation with the Executive Committee and then deploy this vision to the next management level through dedicated training and sessions.

Taplow Solution

Taplow Consulting France designed and facilitated a customized, high-impact leadership development program. The initiative, spanning six months, targeted at first, the Executive Level and then, a cohort of mid-level managers identified as future leaders. The intervention included:

- A 4-day modular training program spaced across several months to ensure learning integration.
- Preliminary diagnostic work to identify development needs and establish personalized goals.
- A blended approach combining group workshops, real-case simulations, and peer feedback.
- Tools and models based on impactful leadership principles: Lead, Enable, Deliver.
- Strong focus on emotional intelligence, team empowerment, cross-functional collaboration, and communication.
- Individual follow-ups post-program to reinforce behavior change and track application on the ground.

The workshops were highly interactive and designed to simulate real challenges faced by participants, helping them move from reactive management to strategic leadership.

Leadership Advisory and Performance

Outcome

The program led to measurable and qualitative benefits across the organization:

- Participants reported increased confidence in their leadership abilities and greater clarity in their role as people leaders.
- Teams experienced more aligned, accountable, and empowered management.
- The company observed a significant uplift in cross-departmental collaboration, initiative-taking, and employee engagement.
- Several program alumni were subsequently promoted or took on expanded responsibilities, confirming the program's success in accelerating talent development.

By linking leadership development to business impact, the organization strengthened its internal cohesion and future-proofed its leadership capacity.

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