

Engagement:

Project Management and Leadership Development Coaching

Industry: Manufacturing

Client: Fortune 100 Computer Hardware Manufacturer

Role: Director

Leader: Dani N.

As the organization's Leadership Pipeline Program (LPP) Director, Dani N. directed leadership development, supported, and set paths through the talent pipeline for high performers to grow and deliver maximum value to the enterprise. For over four years, Dani worked with Kapur, offering leadership, management, and interpersonal skill development workshops and methods, as well as project planning facilitations and in-depth leadership coaching for cohorts, teams, and individuals in her organization.

Dani identified the project management education, conducted by Kapur across the enterprise as the curriculum of greatest value and wanted to explore the full portfolio of Kapur's services. Where other programs fell short, Dani found a true partner in Raj and the Kapur organization, "I wasn't impressed with others and the money we were spending" says Dani. "Kapur understands the components of our business. He offers value for many levels of professionals."

Kapur's relationship with LPP evolved from delivering one course in Kapur's catalog to a holistic mix of education delivery, methodology implementation, facilitation events, and a robust leadership coaching program. Kapur partnered with LPP in stewarding the progression of LPP members through experience driven training in areas of business case development, project management, influence, negotiation, communication, professional presence, public speaking and wellness, as well as coaching, to grow them as individuals and as teams. "Raj earned credibility with our audience, he developed trust" says Dani. "People view him as a member of our team, a vital part of their overall development."

Individual leadership development coaching has been so well received that LPP is launching a new program to enable a larger group of LPP members to reserve time for leadership coaching with Raj. "Employees value his insight" says Dani. "He presents things in a non-controversial manner, is able to identify gaps, and is a trusted confidant." This new practice has brought tremendous value including new opportunities for the team, while helping them think differently about their work, facilitating growth and accelerating people's readiness to progress through the talent pipeline.

Dani is also a professional coaching client. "He worked with me on my style, he knows when to push me and encourage me to take more risks" says Dani. "As a result I have much more confidence in my abilities, Raj is an enormous advocate."

Kapur has successfully shifted the mindset of employees, introducing new ways to achieve professional goals. "Raj and the Kapur organization put us in a position to develop new strengths" says Dani.

"Pipeline development takes time. If you want to invest in your pipeline, Kapur is a great partner."