

## Develop individual and team leadership capabilities to retain market leadership and to grow revenues

Accompany the Eastern Europe country Executive team of a global leading Pharmaceutical company to reach higher business results

### Context

This leading Pharmaceutical company needs to continuously reinforce its leadership in all European markets. The affiliate in Lithuania makes no difference. The Executive team decides to reinforce its inner strengths – developing individual and team leadership capabilities – to mobilize the organization further towards higher market shares and higher revenues.

### Develop leadership and performance

The team coaching format enables the team to work on real business situations over a significant period of time while some sessions are specifically dedicated to the team processes. It is a unique opportunity for all team members to reflect on their individual behaviors and to engage in lasting changes.

### At the **individual** level, team members:

- revisit their personal preferences and the way they impact the team processes
- develop their individual leadership style and capability to work together more effectively

### Together the **team**

- develops its Shared Vision and guiding principles for the business
- improves team processes in real business situations – communication, decision-making, co-operation

### Outcome

Team members develop their individual leadership styles and their capability to work together more effectively. The organization is further mobilized. The company remains the clear leader on the market. Business revenues grow by 35% during the team coaching period.