



CLI
CASE
STUDY

CASE STUDY OVERVIEW: Leading Others with The Leadership Challenge™

The Need

Our client was a growing service organization based in Chicago. We collaboratively developed a training curriculum that focused on helping contributors learn to become first-time managers. As certified trainers of The Leadership Challenge, CLI developed a full-day

training with follow-up coaching to ensure that first-time leaders developed effective leadership skills.

The Corporate Learning Institute Approach

CLI designed and developed a training program that included pre-program, program, and post-program phases. We then developed support materials to ensure that leaders could apply skills they learned on the job.

In the pre-program phase, participants completed the LPI self-assessment focusing on their preferred style of leading.

In the program phase, we combined classroom training with hands-on learning experiences, case studies, and group discussions. Each participant completed an action plan for improving his or her leadership skills. The program was structured to deliver material in a fresh, interesting, and face-paced approach.

In the post-program phase, we linked participants to mentors within the organization and completed two face-to-face coaching sessions with each participant.

Results

The organization conducted a training evaluation and found that overall, the training met their quantitative goals for training over one hundred new leaders. Qualitatively, CLI conducted a post-training assessment and found that participants reported an improvement in leadership skills and engagement with followers.