

Client 3: A large Bank

Pure Magic's brief

- ✓ *Develop the Middle Management Team*
- ✓ *Grow their leadership skills to enhance competence and capability*
- ✓ *Position them for future executive leadership roles that demand greater impact*

Organisational Background: A large international Bank, this client needed help to develop the middle management team to enhance their skills and competencies, in order to fill future senior leadership positions in the short term.

The issues: This group was not cohesive. They were not working together, many were 'silo'd' in their own departments, few understood leadership concepts fully, some were not meeting key business objectives and a culture of conflict was rife.

Our Brief: Significantly improve

- ✓ *Leadership skills of this team*
- ✓ *Improve communication between this level and their direct reports*
- ✓ *Heighten leadership competencies to position members to grow into more executive roles in the near future*

Our Approach

We approached the challenge in various ways and included upskilling the leaders, improving communication between them and their direct reports and making them more clear and competent in their roles moving forward.

Outcomes

- ✓ 3 members of this Group have secured high profile roles
- ✓ One now runs a large stock exchange organisation
- ✓ Improved leadership competencies;
- ✓ A greater focus on collaborative team working;
- ✓ Higher measured outputs and productivity in day to day tasks;
- ✓ A more collaborative leadership group at this level
- ✓ Increased Outcomes

Executive Comment

Since early 2013 we have been working with Pure Magic International Business Solutions to ensure that our middle level leaders are provided with the necessary competencies and skills to perform their roles in an exemplary fashion, with a keen focus on achieving key business outcomes at all times

Oure relationship with Pure Magic has been both collaborative and rewarding. Their firm focus on delivering identified business outcomes, their animate delivery style and evidence based Programmes continue to grow our leaders at various levels within the Bank. I encourage other organisations to explore the opportunity of partnering with Pure Magic International Business Solutions to grow their people.'

Executive Director