



LEADERSHIP DEVELOPMENT

From Managers to Leaders: Developing the Next Generation of APAC Leaders

A 5-month talent program run across 3 cohorts in a global engineering company

CLIENT	AUDIENCE	DURATION	SATISFACTION
Global family-owned engineering company	Emerging APAC leaders across functions, cultures and seniority	5 months per cohort · 3 cohorts	9.3/10

CONTEXT

A large global engineering company with significant APAC footprint and a traditionally siloed structure wanted to invest in emerging talent: high-potential individuals across functions, cultures and seniority levels. The goal was not just developing soft skills but breaking down silos, fostering cross-cultural collaboration, and giving future leaders real visibility with senior management through a high-stakes business challenge.

PROGRAM DESIGN

The 5-month program combined group learning on leadership concepts with team coaching and two high-stakes moments: a CliftonStrengths kick-off to build self-awareness and team alliance, and a final business project presentation to the Managing Director and leadership team. Participants worked in deliberately diverse groups, by culture, language, function and seniority, mirroring the real complexity of the organisation. Through the program, two team coaching sessions per group helped participants focus, solve problems and collaborate in real time.

WHAT MADE THIS PROGRAM DISTINCTIVE

- **Business project as the backbone:** each team presented strategic recommendations to the MD and leadership team, creating real visibility, accountability and contribution to the business.
- **CliftonStrengths kick-off:** built self-awareness and connection across a diverse group from day one, creating the foundation for genuine team collaboration.
- **Diversity by design:** groups mixed by culture, language, function and seniority to mirror the real complexity participants face in their roles.
- **Renewed three times:** the clearest signal of impact. Ideas from the business project were implemented to shift the commercial approach in Asia from product-focused to solution-based. ®

BUSINESS IMPACT

“Ideas developed through the business project were implemented to accelerate growth in the Asia region, shifting the company’s commercial approach from product-focused to solution-based. Several promotions and mobilities were confirmed based on the potential demonstrated during the program.”

— Program outcomes, Global Engineering Company

RESULTS

3 cohorts · 9.3/10 average satisfaction

Ideas implemented to shift Asia commercial strategy · Promotions confirmed post-program