

BUSINESS CASE

Transforming leadership
through collective action

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Challenge

A global insurance company with a strong presence in Europe was undergoing a strategic and cultural transformation. In this context, the organization identified leadership as a key driver for change and to ensure the sustainability of its business model.

This evolution required strategic, operational, and cultural adjustments. It became clear that the group of managers needed support in transitioning toward a more conscious leadership approach—capable of playing an active role in the transformation. The goal was clear: to strengthen and develop leadership skills within the organization, fostering a culture of collaboration and continuous growth necessary to achieve strategic objectives.

The main challenge was to design a program that could respond to the diverse realities of a large group of managers, managing formats and timing efficiently. Our experience in global leadership programs allowed us to adapt sessions and activities to ensure effectiveness across all groups. This flexibility was key to maintaining participant engagement and ensuring the program's impact.





Solution

Talengo designed and implemented a comprehensive leadership development solution structured around the following resources:

1

Development sessions

We conducted group sessions focused on key competencies such as managing diverse talent, the leader-coach role, effective feedback, and building high-performance teams.

2

Toolkit for managers

We designed a practical tool to clarify the leader's role throughout the talent life cycle, facilitating direct application of learnings in the professional environment.

3

Innovation dynamics

We incorporated experiential and collaborative dynamics aimed at fostering self-awareness, challenging biases, and generating tangible, shared action commitments among leaders.

4

Leadership community

We promoted the creation of a leader network to encourage peer learning and cross-functional collaboration.



Results & impact

- **Over 100 leaders mobilized:** Participation of more than 100 managers with a high level of attendance and commitment.
- **Immediate applicability:** Quick integration of content and tools into professionals' daily work, resulting in visible improvements in communication, feedback, and emotional management within teams.
- **Greater self-awareness:** Strengthening of individual awareness regarding leadership style, allowing participants to identify strengths and areas for improvement.
- **Cultural shift:** Greater cohesion among managers, reinforcing trust and a sense of belonging to a leadership community.
- **Real commitments:** Definition of concrete actions aimed at fostering inclusive, safe, and high-performing environments.



We need to scale, grow a lot in a short time, and to do so we must be fast, efficient, and learn from every mistake. For that, it is essential to have a middle layer of aligned managers, collaborative and committed to supporting their teams. With this program, we aim for participants to develop deep self-awareness, coaching skills, active listening, and the ability to build effective and sustainable teams.



Key success factors

- **Strategic alignment:** The development solution was directly linked to cultural and organizational transformation objectives.
- **Experiential design:** Talengo's methodological approach combined theory, practice, and action, generating a high-impact experience.
- **Community building:** A living leadership network was activated with the capacity to sustain change over time.
- **Transformative reflection:** The program's dynamics enabled the internalization of learnings and the active commitment of participants.
- **Expert support:** Talengo's leadership development expertise allowed for a tailored solution aligned with the company's culture.

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Is your organization undergoing cultural transformation and looking to activate leadership to drive it forward? Discover how Talengo can support you.

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