



LEADERSHIP CAPABILITY BUILDING- OIL & GAS COMPANY CASE STUDY

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INTRODUCTION

I am Szilvia, an experienced professional in leadership capability development, partnered with an Oil & Gas company based in the UAE to elevate their leadership capabilities and drive significant organisational improvements. By leveraging CliftonStrengths and personality assessment tools, I aimed to build strength-based leadership capabilities of 54 business leaders across various departments. This case study highlights the successful journey of leadership development and its impact on productivity and efficiency within a three-month timeframe.

BACKGROUND

In response to the dynamic challenges faced by the company following a large-scale restructuring, the company recognised the crucial role of developing its leadership team.

Seeking expertise in leadership capability development and a commitment to deliver tangible results, they engaged me for a transformative collaboration spanning just three months.

The primary objective was to optimise the potential of their leaders and create a more efficient and effective workforce.

APPROACH

I devised a robust approach, centred around leveraging CliftonStrengths assessment and personality tools to identify the unique strengths of each leader. The process encompassed the following steps:

1. CliftonStrengths Assessment

Each business leader underwent an in-depth assessment to uncover their individual strengths and talents. The CliftonStrengths assessment provided valuable insights into their inherent capabilities, talents, and areas of potential excellence.

AT A GLANCE

CHALLENGES

- Lagging performance
- Low employee satisfaction
- Low morale after restructuring

BENEFITS

- 18% overall increase in efficiency & productivity
- Settled team after restructuring
- Clearer direction moving forward
- Significantly higher leadership capability in driving result, leading teams and managing individual performance



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THE STRENGTHS COMPANY

2. Personality Assessment

Complementing the CliftonStrengths assessment, a personality assessment tool was employed to gain deeper insights into the leaders' behavioural traits, communication styles, and decision-making preferences. This information was instrumental in tailoring the leadership development interventions to suit their individual needs.

3. Personalized Development Plans

Based on the assessment results, customised development plans were created for each leader. These plans aimed to amplify their strengths, address skill gaps, and foster a growth mindset. The plans included a combination of targeted training sessions, one-on-one and team coaching.

4. Team Training and Coaching Sessions

My partner and I conducted focused training sessions that targeted specific leadership competencies and skills. These sessions equipped leaders with practical tools and techniques to enhance their decision-making, communication, and team management abilities.

Additionally, individualised coaching sessions were provided to offer tailored guidance and support throughout the development process.



RESULTS

The collaboration between me and the Oil & Gas company yielded remarkable outcomes, underscoring the effectiveness of the leadership capability development program. The achievements within the three-month period are as follows:

- Enhanced Productivity:** On average, the 54 business leaders experienced a notable 18% increase in productivity. This improvement stemmed from effectively leveraging their strengths, honing their skills, and adopting more efficient work practices.
- Improved Efficiency:** The leadership development interventions also resulted in an impressive 18% boost in efficiency. Leaders became adept at prioritising tasks, delegating responsibilities, and optimising resources, leading to streamlined processes and reduced wastage.
- Talent Utilisation:** The program successfully revealed untapped talent within the organisation. By aligning individuals with roles that capitalised on their strengths and abilities, the company witnessed a noticeable rise in employee engagement and job satisfaction.
- Cultural Transformation:** As leaders gained a deeper understanding of their own strengths and those of their teams, a positive cultural shift permeated the organisation. Collaboration, open communication, and a shared sense of purpose became integral, fostering a more cohesive and high-performing work environment.

CONCLUSION

The leadership capability development program, utilising CliftonStrengths and personality assessment tools, proved to be a transformative experience for the Oil & Gas company. By revealing the potential of its business leaders, the company witnessed substantial improvements in productivity and efficiency within a three-month timeframe. This case study exemplifies the power of leveraging individual strengths, fostering a growth mindset, and investing in leadership development to drive significant business transformations in the competitive landscape.