

CASE STUDY: Global Shipping Company implements coach-like leadership across their international network and sees instant results.

Our Client

Teekay Shipping is one of the world's largest marine energy transportation companies.

The Opportunity

Establish the foundation of coach-like leadership through a shared language and framework for employees across the organization.

The Solution

Our client wanted to cultivate a coaching culture. They partnered with The Coach-Like Leader™ to help with this cultural transformation.

We kicked off the engagement by introducing the senior leadership team to coach-like leadership via our keynote presentation.

Employees throughout the organization were invited to participate in our program. All participants had access to our online curriculum and live virtual coaching pods designed specifically for deliberate practice.

Learning The Coach-Like Leader Method®, our proven framework, enabled leaders to be more coach-like in their day-to-day interactions and share a common leadership language with their teams and others across the organization.

The Results

Overall, our client saw the adoption of coach-like leader behavior on shore and at sea.

Key participant outcomes:

- ▶ A clear and shared understanding of the role of a leader as coach.
- ▶ Ability to quickly apply The Coach-Like Leader Method® and program tools to be more coach-like.
- ▶ Appreciation for the opportunity to connect with others and practice with the tools.

“ We've just completed a global cohort of The Coach-Like Leader Experience™ and the feedback has been very, very positive.

I've participated in live coaching demo practice sessions. They often involve real life scenarios.

It's incredible to see how students move to new ideas. From both the coach's perspective - 'Wow, I just coached someone' as well as the insights the coachees have.

Employees have a lot of choice out there today and companies that can foster a coaching culture via coach-like leadership will attract higher caliber people and also keep them.

- Kristy-Lynn Lechner, Director of HR, Teekay