



**Shoop Consulting Group, Inc.**

Achieving balance, Achieving full potential, Achieving results

## **Ideas At Work:**

### **Leadership Competency Development**

#### **The Opportunity**

A manufacturing company with 15 locations worldwide was challenged with management practices and approaches that varied significantly from one facility to the next. In addition, because the organization focused on promoting from within the organization, the resulting management group operated inconsistently and did not have adequate formal leadership training.

#### **The Ideas**

Shoop worked with the client to launch a company-wide leadership training program. Recognizing the need for a clear focus and a starting point, we identified a process for developing leader competencies that would meet the following requirements:

- A short timeline for completion
- Participation from as many managers as possible to identify consistencies or diversions in training needs
- An objective approach

#### **The Results**

- We created a repeatable competency development process including focus groups, a job analysis survey, a validation survey, data analysis, and integration with other training initiatives.
- More than 65 percent of the organization's managers participated in the process.
- We developed a prioritized list of competencies that created a clear starting point and road map for a company-wide leadership training program.
- With hard data available, the associated communication tools were precise, objective, and indisputable.