

# Case Study

## Comprehensive Leadership Development Program

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# ABOUT CLARKMORGAN

CLARKMORGAN ENABLES MULTINATIONAL ORGANISATIONS to execute upon strategy by designing and delivering relevant and impassioned learning programs that develop the capabilities of our clients. Putting that simply, we help people evolve through transformative training.

Opened in Shanghai in 2001, where it is still headquartered today, ClarkMorgan has become an industry leader, winning back-to-back CCH China Staff 'Training Firm of the Year' awards in both 2007 and 2008 and beating international and long established competition. In 2020 we now celebrate our 19th year of success in China.

ClarkMorgan brings a multinational team of business savvy consultants and trainers together, providing services to the Fortune 500 and Global 1000 firms especially Local Chinese Firms operating within the Asia Pacific region. We assist in small, one-off programs, but more often than not, our staff are dispatched across the region, helping organisations develop their staff's skills and ultimately hit their KPIs.

Furthermore, ClarkMorgan is active in supporting the non-for-profit sector in this regional, launching Spark China in 2009, and founding the Chinese Association of Training & Development Specialists (CATDS) in 2012.

ClarkMorgan also works closely with China-based charities, including The Library Project, Pretty in Pink Shanghai, and WWF.

# BACKGROUND

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This client is a leader in the PCB technology and Manufacturing industry. They have offices all over the world but China being their key revenue generator, they employ more than 3000 staff.

With strong business growth, the company promoted new managers internally and hired new managers from the market. To help those managers to prepare for leading their team to support the company's sustainable business growth, equipping relevant skills is the key.

ClarkMorgan's consulting team, the client's people development team and China business leader aligned on the program objectives:

- Build up company's leadership and management culture
- Equip management team with consistent skills to reduce the inconsistency between different departments
- Prepare managers to take on a new role, leading their teams to achieve effective business results

## SOLUTION

After several rounds of consulting by the ClarkMorgan team we designed Leadership Development Program based on the managers key needs. The program includes leading self, leading the team and leading the business.

**The program is customized for 35 managers:**

- **Leading Self**
  - Self- Assessments and One to One Feedback
  - Time Management Skills (1 Day house Training)
  
- **Leading the Team**
  - Understanding yourself and your team through DISC (1 Day facilitation workshop)
  - Leadership and Management Essentials (4 Days Training Programs)
  - Problem Solving Skills (1 Day Training)
  
- **Leading the Business and Functional Skills**
  - HR Knowledge for Non- HR Managers
  - Finance Knowledge for Non-Finance Managers
  - Advanced Project Management Skills
  
- **Leadership Development Program Wrap up**
  - Team-Building
  - Final Presentation of each manager's key learnings and application

## RESULT

The project was delivered over the course of one year. After each session the trainer will assign homework to participants to apply what was learned in training into their daily work. Feedback from the client was extremely positive regarding extensive behavior change.



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