



100 CHANGE LEADERS FOR A LEADING BANK -BUILDING MOMENTUM FOR CULTURE CHANGE

Context

This is one of India's Leading Bank in the Private sector – having grown significantly when they came to us to build momentum for *'How they were achieving Results'* and having the wisdom to **envision a Human-centric, Employee-oriented Culture** that would be the only way to sustain High Performance.

Our Discovery using the **Strengths-based approach to Change**, discovered many strengths that had built momentum for Performance. The Change the Sponsors were looking for was validated in the Discovery through:

Opportunities for improved Leadership Mindsets for building a more Modern Organization

Exploring opportunities for Inclusion of new Talent

Building momentum for Change in a different part of the business without causing confusion

Multi-generational orientation to integrate new/young Talent

Mindsets/ paradigms for Leading the Bank with New age Perspectives, on Innovation, Technology, Relations both inside and outside the Bank

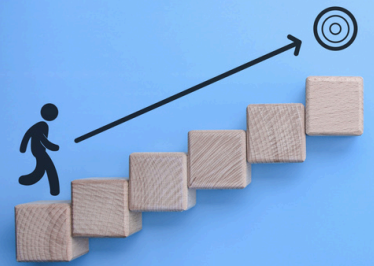




What we did –

The Culture Change agenda involved **Co-creating** the Top Leadership Learning Intervention to create **Mindsets / Skillsets** most required for Culture Change

- Capability Building for all
- Workstreams identified
- Recasting Purpose
- Building 100 Change Leaders who carried the Intervention to next levels



Outcomes / Impact

Good momentum for Change with Fabulous stories of Positive Performance Impact -

1. **Talent Attraction & Retention**
2. **Common Vocabulary** for **Culture Change**
3. **Internal Change Champions** for driving the formal intervention
4. **Sharper Performance Management** for Outcomes
5. **Greater Cohesion** for working together
6. Reflecting **Preferred Behaviours**

