

# The Change-Ready Leader™



## Client need

A high-tech global manufacturing company set a new strategy, revolutionized their go-to-market approach and went through a re-organization. Feeling uncertain and lacking confidence about their ability to lead the change in their BUs and functions, the organization's leaders needed to become change-ready while not always necessarily being able to be face-to-face with one another.



## The solution...

The organization partnered with BTS to create a customized, digitally-enabled program that helped leaders to:

- **Listen to customers**, heightening their understanding of current and future needs
- **Debate the 'right' actions** in a series of critical change leader moments allowing for alignment and identification of remaining areas of improvement
- **Translate strategy and values** into BU and function value propositions, priorities and plans
- **Identify the pivotal shifts** – teams identified the smallest possible shifts that would produce the greatest possible impact to reach their strategic goals and create their future culture



## Results

Reached the top 80 global leaders across all functions

Generated 10+ big ideas to challenge the status quo

### C-Suite agreed to:

- **Change the QBR process to be more forward-looking**
- **Shift the balance for bonuses to include team contribution**
- **Eliminate antiquated priorities and processes**